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L'ACPPU lance la Fondation Harry Crowe

Le Conseil de l'ACPPU a créé une nouvelle fondation dans le but d'effectuer des études et des recherches sur le rôle de l'enseignement et de la recherche postsecondaire dans la société contemporaine.

Appelée la Fondation Harry Crowe, en l'honneur de celui dont la cause en matière de liberté universitaire a donné naissance à l'ACPPU contemporaine, la fondation parrainera des recherches et organisera des conférences sur des questions liées à l'enseignement postsecondaire, entre autres la liberté d'expression en milieu universitaire, les facteurs sociaux influençant les priorités en recherche, l'autonomie et la direction des établissements d'enseignement ainsi que les communications savantes à l'ère numérique.

Les administrateurs de la fondation sont John Hoddinott, professeur de sciences biologiques à l'Université de l'Alberta et ancien président d'Amnesty internationale Canada, Howard Pawley, ancien premier ministre du Manitoba et professeur de droit à la retraite de l'Université de Windsor, Brenda Gallie, professeure de médecine à

Foundation Named in Honour of Harry Crowe

CAUT Council has established a new foundation to carry out education and research on the role of post-secondary teaching and research in contemporary society.

Named the Harry Crowe Foundation, after the person whose academic freedom case gave rise to the modern day CAUT, the foundation will sponsor research and conduct conferences on issues in post-secondary education, such as freedom of academic expression, social factors affecting research priorities, institutional autonomy and governance, and scholarly communication in a digital age.

Directors of the foundation include John Hoddinott, professor of biological sciences at the

University of Alberta and former chairperson of Amnesty International Canada; Howard Pawley, former premier of Manitoba and retired professor of law of the University of Windsor; Brenda Gallie, professor of medicine at the University of Toronto and head of Cancer Informatics at the Ontario Cancer Institute; Jon Thompson, professor of mathematics and statistics at the University of New Brunswick and member of the committees of inquiries into the Fabrikant and Olivieri cases; and Arpi Hamalian, professor of education at Concordia University, president of the Fédération québécoise des professeures et professeurs d'université and former principal of the Simone de Beauvoir Institute. ■

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Voir FONDATION à la page A11

Ottawa Must Protect Canadians Caught in U.S. Net

CAUT executive director James Turk has met with federal foreign affairs officials to express concern over the treatment of Canadian citizens travelling to or through the United States.

"Various U.S. laws, regulations and policies — mostly in the aftermath of Sept. 11 — raise serious human rights concerns and are affecting Canadians at or within American borders," Turk said. "This includes many Canadian academics who work in the U.S. or travel to the U.S. in relation to their work."

He told officials that the Canadian government has an obligation to provide the most effective diplomatic protection possible to Canadians caught up in the U.S. security net and to use both informal and formal means to press the American government to end practices that violate international law and treaty obligations.

In the meantime, he said, the Canadian government has a critical responsibility to inform Canadians about the risks they face in travelling to or through the U.S.

Recent cases have highlighted several previously unknown aspects of American controls. One is the fact that any Canadian seeking admission to the U.S. may be detained because, under American law, non-Americans can withdraw their applications for admission and depart from the U.S. only at the discretion of the Attorney General. A second is that foreign nationals, from almost 20 countries, can be subjected to special registration requirements regardless of their country of citizenship.

Turk said CAUT is opposed to the practice of profiling by ethnic origin.

"Not only is ethnic origin a woefully inadequate indicator of terrorist activity, such profiling is a practice that has received wide-

spread condemnation in both Canada and the U.S. when used by law enforcement officials," he warned. "Certainly most Canadians are surprised and offended when they learn American officials are treating Canadian passport holders in this way."

Canadian academic Mohamed Hassan Mohamed, Sudanese by birth, was detained for nine hours and then refused entry to the U.S. to assume his weekly teaching duties at the State University of New York at Fredonia unless he agreed to sign a statement asserting he was a Sudanese national and agreed to be fingerprinted and registered. American officials refused to allow him access to Canadian consular authorities, and eventually Mohamed was deposited on the Canadian side of the border in the middle of the night. Inexplicably, two weeks later,

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NEWS ACTUALITÉS

CAUT, CFS Launch Accessibility Campaign

CAUT and the Canadian Federation of Students are launching a national campaign this month to highlight the impact of skyrocketing tuition fees on access to post-secondary education in Canada.

The two groups are organizing a national forum on access to be held in Ottawa on April 3 to consider ways that barriers to post-secondary education can be eliminated.

"Everyone seems to agree that education is the key to our future, but very few are proposing ways that we can stop fees from rising," said Ian Boyko, national chairperson of the CFS.

"I think this forum will allow us to put the issue squarely onto the public agenda and to engage other organizations that are sympathetic to our concerns but have until now been relatively silent."

CAUT president Victor Catano says CAUT proposed the idea of a joint campaign after hearing from large numbers of faculty members concerned about accessibility and affordability.

"More and more, I'm finding faculty members are concerned that, with the cost of tuition rising higher and higher, our institutions are in danger of returning to their elitist roots," Catano said, adding, "I'm also hearing from a lot of younger faculty being hired out of graduate school who are really struggling to pay off their student loans and to make ends meet."

Catano says that academic staff everyday see first hand the difficulties faced by many students who are forced to sacrifice their studies in order to work to pay for their education.

"We have students who are often holding down two and three part-time jobs. They just can't devote the time and energy they should to their studies," he said.

In separate initiatives, CAUT and CFS are sponsoring a series of regional events prior to the April forum. The first will be held in Vancouver Jan. 16. Other events are planned for Winnipeg, Sudbury, Toronto and Sydney. ■

Version française à la page A7.

U.S. Seeks to Control Research

UNIVERSITIES across the United States say they are facing increasing government pressure not to publish some research because of claims it might be used by terrorists.

University officials say the U.S. Department of Justice and the Department of Defense, in a move that runs contrary to the principles of academic freedom and the free exchange of ideas, are insisting that the government check research before papers are published and approve participation by foreign nationals in university research.

Concerns about these strings now being tied to research funding were heightened earlier this month when the Massachusetts Institute of Technology revealed it turned down a \$400,000 research grant because the government demanded foreign students not be allowed to participate in the project. Nearly half of the graduate students in the natural and physical sciences at MIT are from abroad.

University researchers worry the trend toward greater restrictions over their research could stifle the tradition of open science through which academics publish and debate their findings in the advancement of knowledge.

"When the Soviet Union tried to keep its research secret during the Cold War, their whole scientific apparatus atrophied," former Air Force Secretary Sheila Widnall, now an aeronautics professor at MIT, told *Science*.

The controversy at MIT is not unique. Last fall, the University of California at Berkeley turned down funding from the Army Corps of Engineers after being asked to provide the names of all foreign nationals who would be involved in a research project.

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Caught in U.S. Net

From PAGE A1

and after an outcry from the United University Professors and CAUT, he was allowed into the U.S. to resume his teaching.

In the most widely reported case, Canadian communications engineer Maher Arar was not only detained in the U.S. after a stopover in New York on route to Montreal from Tunisia, he was summarily extradited by U.S. authorities to Jordan and then to his native Syria.

After Foreign Affairs Minister Bill Graham protested such practices to his American counterpart, Secretary of State Colin Powell, last November, he received assurances from Powell that "the place of birth of visitors would not be an automatic trigger for registration."

"Unfortunately, the law which targets Canadians of certain ethnic origins has not been rescinded since these assurances were given," Turk noted. "In fact, the scope of the law has been expanded and the U.S. Federal Register now states that special registration procedures are applicable to people from listed countries notwithstanding any dual nationality or citizenship."

In a letter given to Graham following the meeting, CAUT wrote: "We understand that as a close ally of the United States in its efforts to combat terrorism, and as a neighbour sympathetic to its security concerns, it may be difficult at this time to criticize American actions. At the best of times, it is difficult for Canada to actually influence American policy. However, as a friend and neighbour we have a special duty to speak up where American policy is critically ill-conceived. The duty is twofold when Canadians are adversely affected." ■

Version française à la page A5.

Priorité à la santé et à la sécurité

LES délégués à l'assemblée de novembre du Conseil de l'ACPPU ont fixé de nouveaux objectifs pour l'association en décidant d'accorder la priorité à la santé et à la sécurité au travail.

À compter du prochain exercice financier, l'ACPPU dotera son personnel professionnel d'un agent de santé et de sécurité au travail et son personnel de soutien, d'un poste administratif dans ce domaine.

« Il y a peu de choses plus importantes que d'assurer à nos membres la santé et la sécurité au travail », a déclaré le directeur général de l'ACPPU, James Turk, en saluant la décision du Conseil.

« Les milieux de travail universitaires comportent de nombreux dangers que l'on ne prévient pas suffisamment bien », a-t-il ajouté en soulignant le besoin de ressources humaines pour aider les associations locales à composer plus efficacement avec les problèmes de santé et de sécurité.

Le travail de l'ACPPU consistera à déterminer les problèmes de santé et de sécurité auxquels font face les universitaires, à offrir des séances de formation aux représentants locaux en santé et sécurité, à fournir des fiches de renseignements et de l'information technique sur les dangers dans le milieu de travail et sur les moyens de les contrer, à conseiller sur les droits légaux et sur la manière de les exercer plus efficacement, à exercer des pressions pour renforcer la législation, à déterminer les secteurs où il faut pousser la recherche et à sensibiliser le public aux problèmes de santé et de sécurité dans les universités et les collèges. ■

English on page A5.

COMMENTARY

TRIBUNE LIBRE



LE MOT DU PRÉSIDENT

Dévoilement d'une entente-cadre sur l'innovation

Par VICTOR CATANO

AU cours des quatre dernières années, les ministères fédéraux de l'Industrie et du Développement des ressources humaines ont collaboré ensemble afin de mettre au point une « stratégie d'innovation » pour le Canada. De nombreux professeurs et groupes d'étudiants craignent que l'objectif de la stratégie, visant à augmenter la commercialisation des résultats de la recherche universitaire par l'entremise de partenariats avec le secteur privé, modifierait la nature des établissements d'enseignement postsecondaire canadiens et mineraient le potentiel de la recherche fondamentale.

Il existe une différence primordiale entre le financement de la recherche fondamentale, qui peut avoir une valeur commerciale, et le financement de la recherche dont les possibilités commerciales sont immédiates et à court terme.

À l'occasion du Sommet national sur l'innovation et l'apprentissage tenu récemment à Toronto, le gouvernement fédéral a rendu publique sa stratégie révisée de l'innovation. En ce qui concerne la recherche universitaire, le gouvernement s'est engagé à prendre les mesures suivantes :

- Financer les coûts indirects de la recherche universitaire en tenant compte des besoins des universités plus petites et régionales;

- Optimiser les possibilités commerciales de la recherche universitaire financée par les derniers publics. (Cela comprend l'identification de la propriété intellectuelle ayant des possibilités commerciales et la création de partenariats pour sa commercialisation);

- Offrir au Canada des occasions de recherche concurrentielles à l'échelle internationale, principalement en augmentant le budget des conseils subventionnaires.

Lors du sommet, le ministre de l'Industrie Allan Rock et la ministre du Développement des ressources humaines Jane Stewart ont donné de l'ampleur à cette stratégie. Ils ont dévoilé une entente-cadre sur la recherche financée par le fédéral que le gouvernement et l'Association des universités et collèges du Canada ont conclue. Dans le cadre de cet accord, rendu public le 18 novembre dernier, les universités canadiennes, par l'entremise de l'AUCC, se sont engagées à doubler leur volume de recherche et à tripler leur rendement au chapitre de la commercialisation en échange d'un financement supplémentaire du

fédéral et du secteur privé, dont des contributions importantes aux coûts indirects de la recherche. L'AUCC a convenu de produire un rapport périodique public qui démontrera les progrès collectifs réalisés par les universités pour ce qui est du respect de ces engagements.

L'accord soulève d'intéressantes questions. Est-ce que les recteurs d'université et les directeurs de collège qui auront conclu une entente, la plupart à l'instar de leur conseil d'université ou d'administration, s'emploieront désormais à inciter le corps professoral à accepter des projets à caractère commercial au détriment de la recherche fondamentale? Comment les recteurs prévoient-ils tripler leurs possibilités commerciales? Est-ce qu'ils chercheront à faire valoir leurs droits sur la propriété intellectuelle de leurs professeurs pour faciliter sa commercialisation? Si certaines universités se retiennent de cette course à la commercialisation, est-ce que d'autres universités seront censées prendre la relève? Quelles seront les conséquences universitaires si les établissements choisissent la voie de la commercialisation?

Bien que l'engagement du gouvernement ait affecté des fonds supplémentaires pour les coûts indirects de la recherche et pour les conseils subventionnaires est louable, il s'agit néanmoins d'un maigre substitut à l'augmentation du financement de base des collèges et des universités.

Les universités se sont engagées à doubler leur volume de recherche.

Dans le cadre de séances réparties selon cinq thèmes clés, on a demandé aux délégués de formuler trois recommandations principales qui accroiraient, selon eux, l'innovation. Les recommandations ont été choisies parmi une série d'autres qui reflétaient les mémoires présentés lors des consultations précédant le sommet. Le thème qui touchait le plus directement l'enseignement postsecondaire portait sur la consolidation de la culture d'apprentissage. La première recommandation, visant une stratégie d'alphanumerisation pancanadienne, était attendue, car le premier ministre Jean Chrétien en avait parlé dans son allocution. Les deux autres recommandations ont surpris lorsqu'on les a lues aux ministres du Cabinet réunis :

- Accroître la capacité du système d'enseignement postsecondaire en augmentant les infrastructures (physiques, humaines et financières) et en recourant à des principes de conception rentables.

- Adapter le régime d'aide financière aux étudiants pour répondre aux besoins évolutifs des étudiants, du secteur de l'enseignement postsecondaire et de l'économie axée sur le savoir.

Lorsqu'en leur a demandé d'élaborer des stratégies de mise en œuvre de ces recommandations, les délégués ont mentionné le besoin d'une loi sur l'enseignement postsecondaire pareille à celle que l'ACPPU préconise depuis plus de trois ans. Cette loi prévoit le versement de crédits fédéraux aux provinces au titre de l'enseignement postsecondaire. Les provinces seraient tenues de respecter les normes suivantes : l'administration publique, la polyvalence, l'accessibilité, la direction collégiale et la liberté universitaire.

D'aucuns pourraient croire que l'ACPPU avait monté le coup, ce qui est toutefois loin d'être le cas puisque seulement quatre personnes représentaient les groupes étudiants et le corps professoral sur plus de 500 délégués. De fait, l'ensemble des délégués a applaudie à la stratégie de l'enseignement postsecondaire.

Le projet de loi de l'ACPPU était la pierre angulaire des récents efforts de lobbying de la délégation du Conseil de l'ACPPU lors des rencontres avec les parlementaires le 21 novembre dernier. Des députés de tous les partis reconnaissent de plus en plus le besoin d'aborder la question du sous-financement des établissements d'enseignement postsecondaire au Canada et de rétablir le financement de base aux niveaux antérieurs à 1990. Chaque année, davantage de députés manifestent leur appui au projet de l'ACPPU.

Notre message est clair et non équivoque : pour innover, le meilleur moyen consiste à maintenir la qualité de toutes les universités du Canada en rétablissant le financement de base pour soutenir la recherche fondamentale et appliquée dans les sciences, les sciences humaines, les arts et les sciences sociales ainsi qu'en éliminant les obstacles qui empêchent les futurs innovateurs de fréquenter un collège ou une université. ■

Traduit de l'article « Innovation Plan Unveiled » (*Bulletin de l'ACPPU*, décembre 2002).

How Public Are Our Public Universities?

By DAVID NOBLE

NOW that the Romanow Report has underscored the resolve of most Canadians to keep our public health care system public, this might be the moment to do the same for that other venerable Canadian institution, our public universities.

Two months ago, I sat on a panel on the privatization of postsecondary education at York University. Before delivering my remarks, I asked the assembled students whether or not they thought that York, the third largest university in the country, was a public institution. I was anticipating a resounding affirmative response but my question elicited only puzzled looks.

Later that week, I repeated the question in several of my undergraduate classes and got the same confused response. It appears that many students no longer know the difference between public and private. Several of them said that they thought the university must be private, considering how much money they personally had to pay to go there. In a similar vein, others pointed to the pervasive presence of private corporations on the campus, from ubiquitous logos and advertising, retail franchises, and research partnerships to majority membership on the university's board of governors, as clear evidence of the institution's private status.

Another likely source of student confusion on this matter, I would like to suggest, might be the behavior of university administrators themselves, who increasingly act as if they were executives running private firms rather than stewards overseeing public institutions in the public trust.

Isn't it a bit odd that we never hear the leaders of our presumably public postsecondary institutions defending them against commercial influence or otherwise extolling the virtues of public higher education?

In recent years the leadership of faculty and student unions have been vigilantly warning against the threats to public education posed by the myriad forces of privatization, such as government-fostered public-private partnerships, the deregulation of tuition, government sanctioning of private institutions and the impending inclusion of education under the free trade regime of the General Agreement on Trade in Services of the World Trade Organization.

Yet, as Neil Tidwell of CAUT has noted, « university boards and presidents seem unable or unwilling to defend the independence of their institutions » from market forces. Indeed, while education activists have been tireless in their stalwart defense of our public higher education institutions, behind

their protective backs, and behind closed doors, the leaders of those very same institutions have already gone private.

York offers a prime example.

The provincial legislation of 1959 and 1965 which established York University stated the singularly public-spirited « object and purpose » of the new university: « the advancement of learning and dissemination of knowledge » in the interest of the « intellectual, spiritual, social, moral and physical development » of faculty and students as well as « the betterment of society. » York was to be publicly funded and tax-exempt, in support of this public mission.

Although the board of governors, president, and academic senate of the institution were afforded a significant degree of autonomy in the regulation and administration of university affairs, it was clearly assumed in the legislation that their actions would conform to the stated object and purpose of the institution.

To say the administration of York University has strayed from this original mandate would be an understatement.

Over the last few decades, universities throughout North America have blanketed their campuses with commercial advertising, but this was only a surface symptom of a more systemic transformation below: the wholesale commodification of both research and instructional functions in the interest of commercial enterprise.

Through an intensified web of interlocking directorates between the boards of universities and private corporations, a plethora of largely secret contracts with private companies, and the establishment of an intellectual property regime throughout the institutions, which included unprecedented emphasis on confidentiality and non-disclosure agreements, they have compromised the disinterestedness of their expertise and short-circuited the public dissemination of knowledge in favor of proprietary control.

York University has been no exception.

Likewise, following the long-standing example of public institutions in the U.S., York has recently set up a private counterpart, the York Foundation, headed by York governor and Branscan CEO Timothy Price, to raise and administer funds without worries about public scrutiny or oversight — not that this was really necessary in Ontario, which already exempts universities from freedom of information legislation. (A unique status won for the universities in the 1980s through vigorous lobbying by the Council of Ontario Universities and a commitment by the

See PUBLIC UNIVERSITIES Page A11 ■

NEWS

Wendy Robbins to Join CAUT as Visiting Scholar

WENDY Robbins, professor of English at the University of New Brunswick and vice-president, women's issues, of the Canadian Federation for the Humanities and Social Sciences (CFHSS) will join CAUT as a visiting scholar for the 2003-2004 year. Her work will focus on several gender and equity-related research projects.

In announcing the appointment, executive director James Turk said CAUT was delighted to have a scholar of Robbins' stature as a visitor for the coming year. "Wendy has played a leading role in women's studies and brings formidable intellect and energy to an important area of work for CAUT."

Robbins will be collaborating with CAUT to produce the annual statistical report, *Ivory Towers: Feminist Audits*, a joint effort of CFHSS, CAUT and PAR-L, and contributing to a national survey, cosponsored by CAUT and CFHSS, to gain a more precise understanding of the faculty wage gap. During her tenure as visiting scholar, Robbins will also be developing a collection of autobiographical essays on the founders of women's studies across Canada.



PHOTO: STANISLAWSKI

Robbins has served as chair of the Women's Issues Network, joint chair of women's studies at the University of Ottawa and Carleton University, and director of research at the former Canadian Advisory Council on the Status of Women. She is principal investigator and co-founder of the PAR-L Strategic Research Network.

The appointment will take effect on July 1, 2003. ■

Version française à la page A10.

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Enshrine Pay Equity as a Human Right

At the end of November, CAUT filed a submission with the federal Pay Equity Task Force, established by the Minister of Justice and the Minister of Labour, "to make recommendations as necessary and appropriate to clarify the way in which pay equity should be implemented in a modern society."

The three-member task force is headed by Beth Wilson, professor of law at the University of Saskatchewan, who is joined by Marie-Thérèse Chicha, professor of industrial relations at the University of Montreal and Scott MacCrimmon, a private management consultant.

CAUT's submission highlights 13 primary areas of concern. Among the major points is the need for continued recognition of both pay equity and equal pay for equal work as a human right, protected and enforced through a legislative model that is quasi-constitutional in nature.

"The attempt by employers and the federal government to convert pay equity to a simple 'labour issue' will undermine its character as a fundamental human right," said Rosemary Morgan, CAUT's equity officer and legal counsel, and author of the submission.

CAUT also stresses that pay equity and all legislative enactments created to eliminate discrimination in employment must be facilitated by an adequately funded, independent human rights agency or commission with the mandate to supervise and enforce all related anti-discrimination legislation.

According to Morgan, formerly legal counsel and acting director of pay equity at the Canadian Human Rights Commission, the primary problem with the existing re-

gime is the lack of independence of the commission from government in obtaining critical funding, and the consequential inadequate funding for systemic discrimination issues, including pay equity.

The submission also recommends the elimination of gender discrimination in pay by proactive legislation.

The existing pay equity regime is complaint-based. While this is not entirely ineffective, it places too much onus on the complainant and the commission to obtain equality. CAUT calls for a proactive pay equity model, similar to those in Ontario and Quebec, but with several features not seen in either of these provincial models, that would better assist the parties in achieving equality.

"To be truly systemic in addressing wage discrimination," Morgan said, "proactive legislation, or proactive elements of more comprehensive human rights legislation, must cover both equal pay for work of equal value as well as equal pay for equal, same, or similar work."

Equal pay for work of equal value (pay equity) has been restricted to comparisons of work, which are seen to be of equal value. Consequently, work which is similar or same, is not subject to the same proactive regime in those provinces where proactive pay equity legislation exists.

The Pay Equity Task Force began its comprehensive review of the federal pay equity legislation late in 2001 and is expected to report in late 2003. ■

CAUT's submission is available at www.caaut.ca/english/issues/equity/payequitysubmission.asp.

NEWS ACTUALITÉS

All Presidents Resign from Italy's Universities

In a dramatic and unprecedented move, all 77 of Italy's university presidents resigned last month to protest the latest round of steep budget cuts they say are jeopardizing the country's higher education system.

"People must be made aware that universities are close to collapse and that unless there is a change of government, they can't last more than two or three years," said Piero Tosi, chair of the Association of Italian University Deans.

The conservative government of Silvio Berlusconi has apparently paid for massive tax reductions through steep social spending cuts, including a reduction of more than \$200 million in university funding for 2003. The presidents say spending must at the very least be maintained at last year's level of \$6.3 billion.

"It seems there is a clear will to sink Italian universities," Tosi told reporters at a news conference in Rome. "We're not asking for much, just the same amount that would be spent to build 30 kilometres of a highway."

A statement released by the Italian Ministry of Economy and Finance criticized the presidents' actions, saying that no final decision has been made on funding for 2003.

The mass resignation follows months of protests and strikes by students and faculty as Italian universities struggle with their most serious financial crisis in history. That crisis was perhaps best illustrated this fall when the prestigious University of Rome, faced with a lack of classroom space, was forced to erect circus-style tents on its campus in order to deal with massive overcrowding. ■

CAUT, AAUP Sign Pact to Extend Member Benefits

CAUT has signed an agreement with the American Association of University Professors to provide services for members of CAUT working temporarily in the United States and members of AAUP working temporarily in Canada.

Members of CAUT working in the U.S., at an institution at which there is an active AAUP chapter and, if a collective bargaining chapter, where visiting faculty are excluded from the bargaining unit, will be eligible for complimentary associate membership in AAUP as "public members."

Under the terms of the agreement, AAUP will provide information, advice and informal representation, if required, to determine the terms of the contract of employment of the associated members and any other employment issues arising from the appointment.

AAUP members working in Canada will be eligible for complimentary associated membership

in CAUT as "individual associate members."

"CAUT members who are arranging temporary employment at universities in the U.S. should notify us ahead of time so we can advise AAUP," noted CAUT executive director James Turk.

CAUT is in discussion with national associations in Denmark, Finland, Norway, Sweden and France to expand the number of reciprocal agreements.

CAUT has previously signed agreements with the Association of University Teachers (U.K.), the National Tertiary Education Union (Australia), the Association of University Staff of New Zealand and the Irish Federation of University Teachers. ■

CAUT's contact for this program is international affairs officer Robert Leger (leger@caut.ca).

Version française à la page A7.



Ottawa — AAUP president Jane Buck, CAUT president Victor Calano (centre) & CAUT executive director James Turk sign reciprocal agreement Nov. 23.

Ottawa doit protéger les Canadiens qui vont aux É.-U.

Le directeur général de l'ACPPU, James Turk, a rencontré des hauts fonctionnaires du ministère des Affaires étrangères pour leur faire part de la préoccupation que suscite le traitement infligé aux citoyens canadiens tentant de se rendre aux États-Unis ou d'y voyager.

« Surtout depuis le 11 septembre, des lois, règlements et politiques en vigueur aux États-Unis soulèvent de sérieuses inquiétudes quant aux droits humains et portent préjudice aux Canadiens aux frontières américaines ou à l'intérieur des États-Unis », a déclaré M. Turk. « De nombreux universitaires canadiens qui travaillent aux États-Unis ou qui voyagent dans ce pays pour leur travail en sont victimes. »

Il a dit aux hauts fonctionnaires que le gouvernement canadien avait l'obligation d'offrir la protection diplomatique la plus efficace possible aux Canadiens aux prises avec les services de sécurité américains et de recourir à des moyens officiels et officiels pour inciter le gouvernement américain à mettre un terme aux pratiques violent le droit international et les obligations découlant de traités.

Il a ajouté que le gouvernement canadien, dans l'intervalle, avait la responsabilité critique d'informer les Canadiens des risques auxquels ils font face en se rendant aux États-Unis ou en y voyant.

De récents incidents ont mis en évidence des aspects inconnus des contrôles américains. Entre autres, les Canadiens qui veulent entrer aux États-Unis peuvent être détenus parce que, selon les lois américaines, les Non-Américains ne peuvent refuser leur demande d'entrée et de sortir qu'à la seule discrétion du procureur général. Ou encore, les ressortissants étrangers de près de 20 pays peuvent être assujettis à des exigences d'inscription parti-

culières sans égard à leur pays de citoyenneté.

M. Turk a déclaré que l'ACPPU s'oppose à cette tendance de stigmatiser les gens en vertu de leur origine ethnique.

« Étiqueter les gens selon leur origine ethnique est non seulement un indicateur cruellement inconvenant de l'activité terroriste, mais c'est aussi une pratique qui a été largement condamnée tant au Canada qu'aux États-Unis lorsqu'elle a été utilisée par les forces du maintien de l'ordre », a-t-il prévenu. « La plupart des Canadiens sont surpris et offensés lorsqu'ils apprennent que les autorités américaines traitent des titulaires de passeport canadien de cette façon. »

L'universitaire canadien Mohamed Hassam Mohamed, soudainement détenu pendant neuf heures puis s'est vu refuser l'entrée aux États-Unis où il allait accomplir ses tâches d'enseignement hebdomadaire à la State University of New York, à Fredonia, sauf s'il acceptait de signer une déclaration affirmant sa nationalité soudanaise, de se faire prendre ses empreintes digitales et de se faire filmer. Les représentants américains ont refusé de lui permettre de communiquer avec les autorités consulaires canadiennes. On l'a finalement laissé du côté canadien au beau milieu de la nuit.

Sans autre explication, on lui a permis, deux semaines plus tard, de revenir aux États-Unis pour reprendre ses tâches d'enseignement, après les protestations des professeurs américains et de l'ACPPU.

Un autre incident, qui a largement fait les manchettes, a touché l'ingénieur en communications canadien Maher Arar. Arrivé de Tunisie et se rendant à Montréal, il a non seulement été détenu aux États-Unis après une escale à New

York, mais il a aussi été extradé sommairement par les autorités américaines en Jordanie puis en Syrie, son pays d'origine.

Après avoir protesté contre ces pratiques en novembre dernier auprès de son homologue américain, le secrétaire d'État Colin Powell, le ministre des Affaires étrangères Bill Graham, a reçu l'assurance de ce dernier que « le lieu de naissance des visiteurs ne serait pas un motif immédiat d'inscription. »

« Malheureusement, la loi qui cible les Canadiens appartenant à certaines origines ethniques n'a pas été annulée depuis que M. Powell a fait ces assurances », a souligné James Turk. « De fait, la portée de la loi a été étendue et le registre fédéral des États-Unis précise maintenant que les procédures spéciales d'inscription s'appliquent aux personnes originaires des pays désignés « malgré leur double nationalité ou citoyenneté ».

M. Turk estime que le Canada doit exercer des pressions plus vigoureuses auprès des Américains sur cette question.

Dans une lettre remise à M. Graham après la rencontre, l'ACPPU a déclaré : « Nous comprenons que, en tant que proche allié des États-Unis dans leur lutte contre le terrorisme et en tant que voisin sympathique à leurs préoccupations en matière de sécurité, il est difficile pour le Canada d'influencer la politique américaine. Toutefois, en tant qu'amis et voisins, nous avons le devoir particulier de dire franchement ce que nous pensons lorsque la politique américaine est extrêmement mal avisée. Ce devoir est double lorsque des Canadiens en sont les victimes. » ■

English on page A1.

CAUT to Launch New Occupational Health & Safety Initiatives in July

D ELEGATES to CAUT's November Council set a new course for the association with a decision making occupational health and safety a priority.

Starting in the next budget year, CAUT will add an occupational health and safety officer to its professional staff and an occupational health and safety clerical and administrative position to its support staff.

"Few things are more important than assuring the health and safety of our members," said CAUT executive director James Turk, in

welcoming Council's decision.

"Academic workplaces have numerous hazards that have not been adequately addressed," Turk said, in underscoring the need for staff resources to help local associations deal more effectively with health and safety issues.

CAUT's work will include identifying health and safety problems faced by academic staff, offering training sessions for local health and safety representatives, providing fact sheets and technical information on workplace hazards and

how to remedy them, giving advice on legal rights and how to exercise those rights more effectively, lobbying for stronger legislation, identifying areas in which further research is needed, and raising public awareness about health and safety issues in university and college workplaces.

CAUT will be posting these positions within the next few months with a starting date of July 1, 2003. ■

Version française à la page A2.

Considering a new job?

Before signing a contract, be sure to consult *Negotiating Starting Salaries* — the CAUT handbook for new faculty.

Download the booklet at www.caut.ca or contact Louise D'Anjou (danjou@caut.ca).



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NEWS ACTUALITÉS

L'ACPPU signe une entente avec l'AAUP

L'ACPPU a signé une entente avec l'American Association of University Professors visant à fournir des services aux membres de l'ACPPU travaillant temporairement aux États-Unis et aux membres de l'AAUP travaillant temporairement au Canada.

Les membres de l'ACPPU travaillent aux États-Unis dans un établissement d'enseignement où il existe une section active de l'AAUP et où les professeurs invités sont exclus s'il s'agit d'une unité de négociation seront admissibles comme membres associés à titre gracieux de l'AAUP en tant que « membres publics ».

Aux termes de l'entente, l'AAUP fournira des renseignements, des conseils et une représentation officielle, au besoin, pour déterminer les conditions du contrat d'emploi des membres associés et toute autre question découlant de la nomination.

Les membres de l'AAUP travaillant au Canada seront admissibles comme « membres associés

individuels » à titre gracieux de l'ACPPU.

« Les membres de l'ACPPU qui prennent des dispositions pour travailler temporairement dans des universités américaines devraient en informer à l'avance pour que nous puissions avertir l'AAUP », a fait remarquer le directeur général de l'ACPPU James Turk.

L'ACPPU est en pourparler avec d'autres associations nationales au Danemark, en Finlande, en Norvège, en Suède et en France pour augmenter le nombre d'ententes de réciprocité. Au cours des dernières années, elle a signé des ententes avec l'Association of University Teachers (Royaume-Uni), la National Tertiary Education Union (Australie), l'Association of University Staff of New Zealand et l'Irish Federation of University Teachers. ■

La personne-ressource de l'ACPPU pour ce programme est Robert Léger (leger@caut.ca), agent des relations internationales.

English on page A5.

L'ACPPU et la FCEE lancent une campagne sur l'accès

L'ACPPU et la Fédération canadienne des étudiantes et étudiants donnent ce mois-ci le coup d'envoi à une campagne nationale pour mettre en évidence les effets des droits de scolarité exorbitants sur l'accès aux études postsecondaires au Canada.

Les deux associations préparent présentement un forum national sur l'accès qui se déroulera à Ottawa le 3 avril dans le but d'examiner des moyens d'éliminer les obstacles à l'enseignement postsecondaire.

« Chacun semble convenir que l'éducation est la clé de notre avenir. Cependant, très peu de personnes proposent des solutions pour freiner la hausse des droits de scolarité », a déclaré Ian Boyko, président national de la FCEE.

« Je crois que ce forum nous permettra d'inscrire la question au calendrier des priorités publiques et d'entraîner d'autres organismes qui comprennent nos pré-

occupations mais qui sont demeurés relativement muets jusqu'à maintenant. »

Selon le président de l'ACPPU, Victor Catano, l'ACPPU a proposé l'idée d'une campagne conjointe après avoir écouté de nombreux professeurs inquiets de l'accessibilité et de l'abordabilité des études postsecondaires.

Nos établissements d'enseignement risquent de redevenir élitistes.

« Je constate de plus en plus que les membres du corps professoral craignent que, avec la hausse incessante des droits de scolarité, nos établissements d'enseignement risquent de redevenir élitistes », a ajouté M. Catano.

« En outre, bon nombre de jeunes professeurs embauchés à

leur sortie des études supérieures disent qu'ils réussissent difficilement à rembourser leurs prêts étudiants et à joindre les deux bouts. »

M. Catano estime que les universitaires sont les témoins quotidiens des difficultés éprouvées par de nombreux étudiants qui sont obligés de sacrifier leurs études afin de travailler pour payer leur éducation.

« Certains étudiants doivent souvent occuper deux ou trois emplois à temps partiel. Ils ne peuvent tout simplement pas consacrer l'énergie et le temps nécessaires à leurs études », déplore-t-il.

Chacun de leur côté, l'ACPPU et la FCEE organisent des activités régionales ayant la tenue du forum d'avril. La première activité aura lieu le 16 janvier à Vancouver. D'autres activités régionales sont prévues à Winnipeg, Sudbury, Toronto et Sydney. ■

English on page A2.

Le respect de la vie privée et le milieu de travail

JURIDIQUEMENT, les renseignements personnels sont mal protégés en milieu de travail, ce qui menace la liberté universitaire. Voilà la mise en garde qu'ont faite les spécialistes en droit relatif au respect de la vie privée. Valerie Steeves et Eugene Oscapella, aux délégués de l'ACPPU lors d'une séance extraordinaire tenue à l'assemblée du Conseil de novembre.

Mme Steeves, qui enseigne le droit à l'Université Carleton, et M. Oscapella, un avocat d'Ottawa qui enseigne à l'Université d'Ottawa, ont alerté les délégués contre le fait que les employeurs pouvaient visualiser, copier et sauvegarder les fichiers de données qui sont créés ou qui sont aperçus sur les ordinateurs des employés si ceux-ci se servent du système de l'employeur. Dans la plupart des cas, les conventions collectives et les politiques sur la protection des renseignements personnels en vigueur dans les universités ne traitent pas efficacement ce problème.

Les ordinateurs sont largement utilisés pour emmagasiner du matériel pédagogique ainsi que des données et des dossiers de recherche. Par conséquent, les universités peuvent considérer l'accès aux ordinateurs personnels par les administrateurs d'université et de collège, soit-disant dans le but d'assurer le fonctionnement sûr et efficace du système, comme la violation de leur liberté universitaire, du droit d'auteur et des ententes de non-divulgation avec leurs sujets de recherche.

Puisque les universités ne sont pas des acteurs gouvernementaux et qu'elles ne sont pas assujetties à la Charte canadienne des droits et libertés, elles ne sont donc pas tenues de se conformer aux dispositions de la Charte relatives aux fouilles et aux saisies déraisonnables. Les forces policières ne peuvent légalement pénétrer dans un lieu de travail universitaire sans l'autorisation de l'administration, puis

perquisitionner et saisir des biens de l'université, notamment des fichiers électroniques. Cependant, l'administration a le droit d'utiliser des outils technologiques pour chercher, copier ou faire un autre usage des données et des fichiers des universitaires si ces données et ces fichiers sont réputés appartenir à l'université. Lorsque la convention collective ne prévoit pas de dispositions interdisant cette pratique, l'utilisation des systèmes informatiques de l'université, y compris l'accès à l'Internet, pourrait faire que les données et les fichiers soient considérés comme la propriété de l'université.

Pour le deuxième groupe de spécialistes, le conseiller principal en négociation de l'ACPPU, Neil Tidwell, a souligné la faiblesse des dispositions sur la protection des renseignements personnels de la plupart des conventions collectives. De même, Tony Joniec et Patrick Valade, de la firme d'intégration aux réseaux BridgeTech Systems, située à Ottawa, ont décrit les technologies d'information courantes que l'on trouve dans les milieux de travail et les risques inhérents à la protection des fichiers électroniques contre les incursions. Les spécialistes ont admis que, bien que les courriers électroniques puissent être protégés à l'aide d'un antivirus et de la technologie du chiffrement, l'utilisation de cette dernière est limitée lorsque le destinataire ne possède pas la même technologie pour décoder les messages.

M. Tidwell a soutenu qu'il était particulièrement important d'avoir des dispositions contractuelles solides étant donné l'avertissement lancé par M. Oscapella au sujet de l'augmentation des attaques contre la protection des renseignements personnels, surtout aux États-Unis. Le Canada ayant déclaré qu'il s'engagait à renforcer ses liens avec les États-Unis, il est fort probable que les droits relatifs à la protection des renseignements personnels, déjà limités,



Protection des renseignements personnels — Eugene Oscapella et Valerie Steeves s'adressent aux délégués du Conseil.

sont réduits au nom de la sécurité.

M. Oscapella a signalé la création imminente d'une super base de données aux États-Unis à la suite de l'adoption de la Homeland Security Act. D'après des articles parus dans le *Globe and Mail* et le *New York Times*, les États-Unis sont à mettre sur pied un « entrepôt de données » sur des particuliers, qui comprend la surveillance des achats par carte de crédit, l'utilisation de l'Internet, les dossiers bancaires et médicaux et les conversations téléphoniques.

Le président de l'ACPPU, Victor Catano, a fait remarquer que les universités américaines suivent de près le gouvernement en faisant de l'ingérence pour promouvoir la sécurité. Selon la correspondance qui s'est échangée entre les directeurs de départements de psychologie et dont il a pris connaissance, certaines universités américaines exigent de leur personnel

et des étudiants de se munir d'étiquettes d'identité s'ils veulent circuler sur le campus.

Le gouvernement, cependant, n'est pas le seul à faire le « big brother ». Mme Steeves a soutenu que les sociétés qui accordent des licences aux bibliothèques universitaires pour l'utilisation de leurs bases de données exigent bien souvent que les utilisateurs fournissent des renseignements personnels au concédant. Les renseignements recueillis peuvent être vendus à des tiers intéressés, par exemple à un gouvernement effectuant de la surveillance dans le but déclaré d'assurer la sécurité publique à la suite des événements du 11 septembre.

M. Oscapella a fait remarquer qu'il a travaillé avec Mme Steeves et un sénateur canadien pendant plus de deux ans à la rédaction d'une charte sur la protection des renseignements personnels pour le

Canada. Malheureusement, le projet de loi est mort au feuilleton et n'a pas été réactivé.

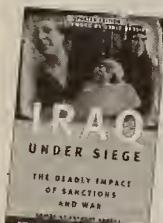
« Les universitaires qui prennent au sérieux leur engagement à l'égard de la liberté universitaire et de la liberté d'expression devraient saisir cette occasion pour agir et assurer la protection des renseignements personnels au sein de leur établissement d'enseignement et de la société », a déclaré Rosemary Morgan, conseillère juridique à l'ACPPU, qui a présidé le groupe de spécialistes sur la protection des renseignements personnels. « En d'autres termes, il faut négocier des dispositions fermes dans les conventions collectives et enjoindre la classe politique d'adopter des protections légales. ■

Traduit de l'article « Personal Privacy Being Compromised in the Digital Age » (Bulletin de l'ACPPU, décembre 2002).

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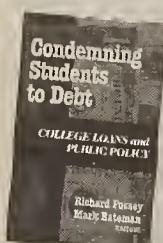
QUICK REVIEWS



Iraq Under Siege: The Deadly Impact of Sanctions and War

Anthony Arnove, ed. Cambridge, Massachusetts: South End Press, 2002; 264 pp; hardcover \$40 us, paper \$16 us.

In this critically acclaimed collection, leading voices against the sanctions document the human, environmental, and social toll of the U.S. and UK-led war against Iraq. This updated edition examines George Bush's and Tony Blair's escalation of the conflict as part of their global "war on terrorism," even though no evidence exists that ties Iraq to the tragic events of Sept. 11. Carefully documented, thoroughly researched, and written in clear language, *Iraq Under Siege* is invaluable for anyone who wants to understand the roots of U.S. policy in Iraq and the Middle East. This volume also includes photographs and first-person accounts from Iraq that show the human story of the sanctions and points to concrete measures people can take to end this crisis.



Condemning Students to Debt: College Loans and Public Policy

Richard Fossey & Mark Bateman, eds. New York: Teachers College Press, 1998; 216 pp; hardcover \$38 us.

Higher education is fast becoming indispensable to an individual's economic self-sufficiency. Unfortunately, the cost of higher education is going up. In recent years, college tuition costs have risen faster than both the rate of inflation and median family income. Government funding for higher education has not kept up with these rising costs. As government support declines, students are paying more and more of the total cost of higher education. And since few students have the discretionary income to pay tuition costs as they come due, they have financed the cost of higher education with federally guaranteed student loans. This book is an effort to chronicle the burgeoning role of student loans in higher education finance and to identify the policy issues that are raised by this development.

Quick Reviews produced from information supplied by publishers.

HOMEWORK!

A Triangular Array

Consider the following array of numbers:

11	15	1	13	8
4	14	12	5	
10	2	7		
8	5			
3				

In each row but the top row, each number is the (positive) difference of the two numbers directly above it. You will observe that the numbers have been chosen from between 1 and 15, inclusive, but in this example, both the numbers 8 and 5 appear twice, and the numbers 6 and 9 do not appear at all. It is possible to find a triangular array of numbers such as this one, with the same rule that each number in the lower row is the difference of the two immediately above it, but for which, each of the numbers from 1 to 15 appears exactly once. As this is a challenging problem, you might want to warm up with triangular arrays with two numbers, three numbers and four numbers across the top, using respectively, the first three, the first six and the first ten positive whole numbers. A productive way to approach the problem is to ask how far away from the top row the largest numbers can be.

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A11.

So Much to Say Left Unsaid



The Gold and the Blue: A Personal Memoir of the University of California, 1949-1967

Clark Kerr. Berkeley & Los Angeles: University of California Press, 2001; 573 pp; hardcover \$35 us.

By WILLIAM BRUNEAU

CLARK Kerr was, and is, a tremendously active participant in academic life. In 90 years of life he has seen public post-secondary education and public life from every imaginable vantage point. To draw on the sort of analogy he himself favours, Kerr has been a water boy, a quarterback, a coach and an owner, and now looks on from high in the bleachers. Most of us can only pine for the sort of perspective he should be able to give. Yet this book, sliced as it is into hundreds of disconnected snippets and smoothed over by Kerr's pleasant bedside manner, makes it hard to know what was going on, let alone why.

Remember that Kerr was, and is, linked with the appearance of the best-known multiversity in North America, an entity governed federally, and containing dozens of schools, colleges, and divisions clustered around nine main campuses. This alone leads to questions that matter in any discussion of the future for universities and colleges in this country or his.

How then, does one account for the University of California's turn-of-the-21st-century enrolment of 340,000 students, putting aside demography for a moment? Was UC's good fortune the result of gubernatorial progressivism in the California of the 1950s and 60s? (Not very likely.) Was it the near-tidal largesse of Eisenhower, Kennedy, and Johnson at the federal level? (That is, did federal cash tidal waves wash huge numbers of students onto the shores of UC, bringing with them numerous and highly successful laboratories and institutes?) Was the rise of the UC multiversity a natural result of the political influence and personal wealth of the California elites whose members Kerr reverentially lists, over and over, across more than 400 pages of disorderly prose — elites who wanted to leave a legacy?

Or more seriously, could Californian post-secondary education, in its size and form, best be explained by social forces loosed by migration (how can we not think of Steinbeck on the subject)? One thinks of the cultural and scientific constellations that formed in and around Los Angeles and San Francisco between 1935 and 1950 as a result of writers, artists, scientists and engineers having to leave Europe before their imminent destruction in the Holocaust. And one remembers the unending stream of intra-American migrants on the hunt for jobs in the late 50s and 60s, even before the rise of Silicon Valley.

Or is it simply that Californian public education, including post-secondary education, has deepest roots in reform movements of the 1850s and 1890s, so that the growth of the 1950s and 1960s is merely a consequence of immutably strong historic forces? Or was it just that the post-Sputnik Californian military/industrial complex was so big and rich that, with a flick of a budgetary finger, it helped finance, by private and by public means, an entire world-famous university system?

These "why" questions lurk beneath the surface of Kerr's book all right. But in Kerr's hands, that's just where they stay: submerged. Readers of *Gold and Blue*, unless they pick their topics well and follow them carefully with the help of the (reasonably good) index, are unlikely to be much the wiser.

All is chaos. Even the photos in the middle of the book are out of order. We see family and friends of whom little or nothing is made in the text. We are given a long shot of the family log cabin (I exaggerate a bit) in Pennsylvania. But these iconographic bits are placed with photos of John Kennedy about to receive an honorary degree, or Bob Sprout looking cheerful about something or other (the text says he was cheerful).

But toward the end we have 100 or so beautifully organized tables of enrolment, faculty size, budgetary decisions, and so on — vaguely unconnected to themes in the text, yes — but proof that Kerr had able and energetic research assistants (none of whom are sufficiently acknowledged, by the way). Much of the book's value lies in these tables, let it be said.

We are promised another volume, much like this one, but devoted to politics and "context." This is incomprehensible, since nearly all of the present volume is exactly about politics. We know, for example, that Kerr, Governor Ronald Reagan, and UC parted company in 1967. Heaven knows why, and Kerr must know, but the reader certainly won't.

It's not as though Kerr can't write. He is the author of dozens of persuasively written works, among them competent books on industrial relations from his period as an arbitrator in Seattle in the 1940s. Kerr makes a point in passing about his earning \$40,000 a year as an arbitrator in 1952 and giving it up to Chancel at \$15,000 a year at Berkeley.

Indeed, his speeches, brochures, and finally his 1963 book on *The Uses of the University* helped to shape thinking about provincial higher education systems far afield. In Canada there was John MacDonald's [1962] *Higher Education in British Columbia and Plan for the Future*, and in Quebec, the technical reports for the Parent Commission — with eventual creation of Université de Québec whose decentralized character, and whose initial public investments were for a time reminiscent of California's. Kerr's peculiar faith in the powers of a semi-centralized federal system of universities and colleges was catching. So was his view that close ties with the private sector were a good idea.

After assuming the California-wide presidency in 1958, Kerr led the nine-campus University of California to social and scientific eminence in the United States, and eventually to a healthy international scholarly standing. His Berkeley, his Davis, his UCLA — all came to centre stage in the great political and social movements of the 1970s.

So many badges of honour. One way or another, we are made aware of each and every one of those badges. Pages 403-475 are a compilation of statistical data and performance indicators, lovingly offered as evidence of UC's greatness. There are SAT scores, lists of Nobel Prize holders, and faculty quality rankings as between UC's constituent campuses.

After all that, we have Table 43, showing that in 1995-1996 California's appropriation of state funds for operating expenses of higher education put that state in thirty-third place, just after South Dakota. To my mind, it is not terribly surprising that somebody with faith in performance indicators, and who trusts in the good will of private industry when times are tough, should find his university system in thirty-third place. Not once in the hundreds of pages is there a critical discussion of finance, nor is there a single serious discussion of what the word "quality" might mean — in administration, in teaching, in university architecture and planning, in research, especially research in the humanities.

Kerr's book reminds me of the nicely paragraphed, but wholly descriptive work of Robin Harris, an historian of Canadian higher education. There are lots of facts in Harris, and nuggets of archival gold. But I have met only three persons, in my 35 years of work in the field of university history, who claim to have read every word of Harris, and found those nuggets. Kerr's numerous private asides and tales out of school makes his book a little easier to swallow than Harris's. And Kerr does propose arguments,

See THE GOLD & THE BLUE Page A10

Fostering Political & Intellectual Subordination

Disciplined Minds: A Critical Look at Salaried Professionals and the Soul-Battering System that Shapes Their Lives

Jeff Schmidt, Lanham, Maryland: Rowman & Littlefield Publishers, Inc., 2000, 304 pp; hardcover \$26.95 us., paper \$21.95 us.

By BRIAN MARTIN

As an academic laborer, I design subjects, set assignments, mark essays and supervise theses. This seems natural enough. Could it actually be a deeply ideological process? Worse yet, am I unknowingly helping produce graduates who are more conformist than I wish or imagine?

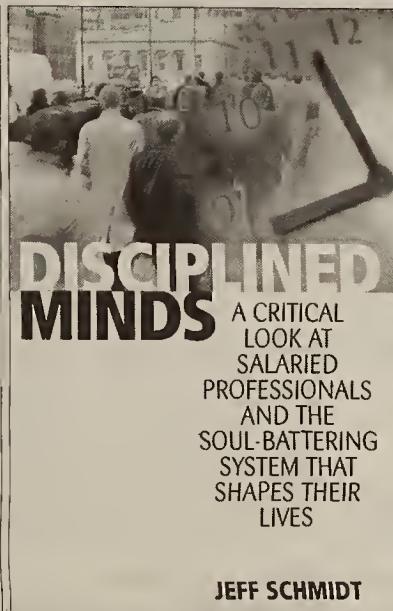
Jeff Schmidt argues that training professionals is a process of fostering political and intellectual subordination. On the surface, this is a startling claim, since the often-stated aim of educators is to promote independent thinking. Critics have long argued that schooling is a method of preparing children for life as workers within the class structure (Bowles and Gintis, 1976), but have not often pursued the same analysis at the level of higher education.

There are two key ideological processes in professional education, according to Schmidt. One is favoring students who pick up the point of view of their superiors, behavior Schmidt calls "ideological discipline." The other is favoring students who direct their curiosity as requested by others, a trait Schmidt delightfully dubs "assignable curiosity." For example, the teacher sets the class an assignment, say on symbolism in a novel. It doesn't matter so much whether the novel is by Austen or Gordimer. The question is whether the students will do as they are told. "Good" students will undertake the assigned task conscientiously, perhaps even going beyond what the teacher expected — but in a way that pleases the teacher. "Difficult" students may do something different, refusing to accept the task as given. No prizes for guessing which students get encouragement and rewards.

The same dynamic applies when it comes to qualifying examinations, well known to anyone undertaking a PhD. To be sure of passing, students knuckle down to learn what is expected, for example by studying past exam papers and reading all the assigned books. Any students who instead follow their own interests by only studying things that intrigue them personally are risking their professional future. A few of such independently minded students get through the exams, but most of those who pass have played it safe. They have learned to acquiesce intellectually. They are ready for life as a professional who will not step outside the bounds set by those with power. Schmidt says that "professional education and employment push people to accept a role in which they do not make a significant difference, a politically subordinate role." (p. 2)

In developing his critique, Schmidt adopts a practical, reader-friendly approach. For example, he analyzes the PhD qualifying exam as a social framework endorsing the status quo with detailed illustrations from his own field, physics, describing the need to memorize tricks that are useful only on exam problems, to restrict attention to "problem fragments" and give priority to theory, all of which prepare a student to accept alienating work in a hierarchical system. He also gives examples from other fields and includes fascinating letters he's received from graduate students and professionals who have developed some understanding of the ideological features of professional education. He tells about professionals with fake credentials who are quite able to survive so long as they have the right attitudes, illustrating the primacy of ideological discipline in professionals' work. He reveals how scientists describe their own work in ways that conceal its practical relevance, thus preserving for themselves the illusion that they, rather than the funding agency, are setting the agenda.

Nearly half of *Disciplined Minds* is devoted to the selection of professionals. This material on the political dimensions to graduate school admission, construction of exams and "cooling out" of unsuccessful aspirants will be of special interest to readers of *Workplace*. But Schmidt's critique is much broader than this, encompassing the work and role of all professionals, from police to doctors as well as academics, as indicated by the subtitle to the book, *A Critical Look at Salaried Professionals and the Soul-Battering System that Shapes Their Lives*. His central claim is that pro-



fessionals are more timid, intellectually and politically, than nonprofessionals. Professionals may have progressive attitudes about "distant" issues such as poverty or foreign policy but, Schmidt argues, when it comes to issues in and close to their own work, most of them behave "professionally," which means cautiously and conservatively. Most scientists are quite happy to undertake projects for whoever is willing to pay for the research, whether universities, corporations or government. Most Soviet scientists just got on with the job without questioning government repression, and likewise most scientists in Nazi Germany made no protest. The concept of assignable curiosity thus has wide applicability.

Ironically, the key to the political dimensions of professionals' work is their belief that they are not and must not be political — an ideology of not being ideological. "As a professional, the teacher is 'objective' when presenting the school curriculum: She doesn't 'take sides,' or 'get political.' However, the ideology of the status quo is built into the curriculum. The professional's objectivity, then, boils down to not challenging that built-in ideology." (p. 32)

Schmidt shows great understanding of and empathy with the psychological anguish of many professionals, especially their discomfort during years of graduate school as they jettison their ideals in order to enter their career of choice. "Although the professional has sidelined his original goals, he usually retains some memory of them. Any such memory inevitably points to the compromises he has made and therefore can be an unrecognized source of unease in the professional's life." (p. 121) Schmidt says that professionals seek money and status as compensations for subordinating their ideals.

Several things may have helped Schmidt to undertake a critique of this sort. He has personal experience of going through the system but was able to get his PhD without fully conforming to usual expectations. Aside from some years teaching secondary school, he has mainly worked as an editor for Physics Today magazine, thus giving some separation from day-to-day ideological work with students. Finally, he has remained an activist during his professional life. This shines through clearly in the final chapters in the book dealing with resistance.

Schmidt looks at what's known about cults and indoctrination, drawing lessons for graduate students and working professionals. Understanding the ways that cults work — for example by using big promises, controlling the environment, having unquestioned authority and guilt tripping — provides insight into how graduate school operates, and therefore how to resist. Schmidt does not argue that professional training is the same as indoctrination in a cult, only

that "life in graduate or professional school can be very much like life in a cult — and that for students who aren't careful, it will be." (p. 218) For each feature of cults, he provides illustrations from graduate school.

Schmidt also draws on the US Army's manual that tells troops how, if they become prisoners of war, to resist indoctrination, often called brainwashing. Key elements are knowing what you're up against, preparing to take action, organizing with others, resisting subordination and dealing with collaborators by cutting off information and trying to win them over. These ideas apply quite readily to graduate students and salaried professionals, who of course are in a much stronger position to resist, though perceiving the need to resist may not be so obvious. The book concludes with a list of 33 suggestions for radical professionals working in mainstream organizations, such as encouraging coworkers to read radical publications, organizing a union, giving activists inside information, breaking down hierarchy within in your field and seeking to break down the division of labor between professionals and nonprofessionals.

Disciplined Minds is primarily an analysis of professionals in the U.S. While much of the book is applicable elsewhere, there is also a need for radical professionals familiar with other cultures and types of institutions to undertake parallel analyses.

Readers familiar with scholarly work in the social sciences will find a number of original features in *Disciplined Minds*. Rather than survey the literature on the sociology of professions, the sociology of education and other relevant fields, Schmidt presents his own framework and pursues his own intellectual agenda, an approach more characteristic of those trained outside the social sciences. If you are expecting assessments of such important and relevant works as Randall Collins' *The Credential Society* or Alvin Gouldner's *The Future of Intellectuals and the Rise of the New Class*, you will be disappointed, for although Schmidt knows of such works, he decided not to discuss or even cite them because they are not necessary to his argument. (He does cite plenty of sources directly relevant to his case.) On the other hand, Schmidt has pursued some puzzles — such as the role of cooling-out work and why theory has so much more status than experimental or applied work — that are seldom addressed elsewhere.

This is in keeping with Schmidt's own goal, which is far less to make a purely intellectual contribution than to foster action. Over the years I've read many books about professionals and intellectuals, but seldom is there much attention to action. *Disciplined Minds* stands out as by far the most practical treatment available, being both accessible and encouraging. For many it will be confronting to read, in that it challenges illusions about professional work, but at the same time it has a devilish undercurrent. Schmidt obviously believes it can be fun to take on the system.

For many, the challenge is to make a difference without jeopardizing one's career. Schmidt would have us give priority to making a difference. By following his own advice he ended up paying a severe penalty since, after working for 19 years as an editor at Physics Today, he was fired when *Disciplined Minds* was published. The book was simply too provocative for his employers (Shea, 2000/01; <http://www.disciplined-minds.com>). However, as a result of lots of organizing, the dismissal has generated far more attention for Schmidt and the book that would have otherwise been the case. There is a lesson for anyone who wants to make a difference. Choose your actions carefully, with plenty of preparation, and they will either be effective directly or, through resistance, generate greater support. Of course, if your mind had been properly disciplined, you wouldn't think of such a thing! ■

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Works cited: Bowles, Samuel and Gintis, Herbert (1976). *Schooling in Capitalist America: Educational Reforms and the Contradictions of Economic Life*. New York: Basic Books. Collins, Randall (1979). *The Credential Society: An Historical Sociology of Education and Stratification*. New York: Academic Press. Gouldner, Alvin W. (1979). *The Future of Intellectuals and the Rise of the New Class*. London: Macmillan. Shea, Christopher (2000-2001). "Stealing Time." *Lingua Franca*, Vol. 10, No. 9, December/January, pp. 10-12.

NEWS ACTUALITÉS

Arbitrated Wage Hike Disappoints at Calgary

FOLLOWING a Dec. 16, 2002 arbitration board ruling, University of Calgary academic staff members will be forced to accept a 3.5% and a 3.75% base salary increase respectively for each year of a new two-year contract.

The salary increase, which fell far short of expectations, "leaves the U of C lagging behind other universities," said faculty association president John Baker.

At the University of Alberta in Edmonton, which is the closest competitor to Calgary, faculty members recently negotiated a 13.5% increase in their three-year agreement. Baker says the arbitration ruling has not taken into account the higher cost of living in Calgary, which would justify a more substantial increase. Faculty at Calgary were pressing for a 14% increase in this round of negotiations, and Baker said the decision by the arbitration panel

"means we continue to linger at the bottom."

He said the board of governors also disappointed staff when it argued strenuously to reinstate mandatory retirement, a move the arbitration board rejected.

Also in dispute was a proposal by the board for unrestricted use of contract academic staff. This proposal the arbitration board also rejected, although making a minor language change to the article governing use of contract academic staff.

"This round of negotiations and the subsequent arbitration have been a profoundly frustrating and disappointing experience for those of us who have at heart the future of the university as a university of quality," Baker said.

The University of Calgary Faculty Association, which represents almost 2,000 members, served notice to bargain in December 2001. ■

Wendy Robbins se joint à l'ACPPU à titre de professeure invitée

WENDY Robbins, professeure d'anglais à l'Université du Nouveau-Brunswick et vice-présidente, questions féministes, de la Fédération canadienne des sciences humaines (FCSH) joindra les rangs de l'ACPPU à titre de professeure invitée pour l'année 2003-2004. Elle s'attaquera à plusieurs projets de recherche liés au sexe et au principe d'équité.

À l'annonce de la nomination, le directeur général, James Turk, a déclaré que l'ACPPU se félicitait d'accueillir une universitaire du calibre de Wendy Robbins à titre de professeure invitée pour la prochaine année. « Wendy a joué un rôle de premier plan dans le domaine des études féministes. Par sa grande intelligence et son énergie, elle contribuera à un important champ de travail de l'ACPPU. »

Mme Robbins collaborera avec l'ACPPU à la rédaction d'un rapport statistique annuel, *Ivory Towers: Feminist Audits*, fruit du travail con-

certé de la FCSH, de l'ACPPU et du PARL. Elle participera également à une enquête nationale, menée par l'ACPPU et la FCSH et visant à mieux comprendre l'écart salarial entre les professeurs et professeuses. Pendant son séjour à titre de professeure invitée, Mme Robbins établira également une collection d'essais autobiographiques sur les fondatrices des études féministes au Canada.

En plus de présider le Réseau des questions féministes, Mme Robbins a rempli les fonctions de co-présidente des études féministes aux universités d'Ottawa et Carleton et de directrice de la recherche de l'ancien Conseil consultatif canadien sur la situation de la femme. Elle est chercheuse principale et cofondatrice du réseau de recherches stratégiques PARL.

La nomination entrera en vigueur le 1^{er} juillet 2003. ■

English on page A4.

New Executive Assistant



CAUT has appointed Manmohan Panesar to the position of executive assistant, communications and information. Mick is a graduate of Carleton University (B. Eng., 1993, B.A., 1997) and the University of Ottawa (B. Ed., 2001), and prior to joining CAUT worked as a supply teacher for the Ottawa-Carleton Board of Education. He has also worked as a consultant for Natural Resources Canada and is a long-serving member of the board of directors of CKCU Radio Carleton. As executive assistant, Mick will act as web editor and provide administrative support to the CAUT Bulletin and the communications department. ■

Nouveau adjoint de direction

L'ACPPU a nommé Manmohan Panesar au poste d'adjoint de direction, communications et information. Mick est diplômé de l'Université Carleton (B. Eng. 1993, B.A. 1997) et de l'Université d'Ottawa (B. Ed. 2001). Avant de s'ajouter au personnel de l'ACPPU, Mick a fait de la suppléance dans des écoles du Conseil scolaire d'Ottawa-Carleton. Il a également travaillé comme expert conseil pour le ministère fédéral des Ressources naturelles et est membre de longue date du conseil d'administration de CKCU Radio Carleton. À titre d'adjoint de direction, Mick sera l'éditeur du site Web et fournira un soutien administratif au Bulletin de l'ACPPU ainsi qu'au département des communications. ■

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The Gold & the Blue Leaves So Much Unsaid

From PAGE A8

but disconnected and poorly evidenced. One imagines Kerr's book will have a few more readers than did Harris's.

Let me say where I found a bit of gold, three or four themes sufficiently developed to be valuable.

First, there is the development in 1959 of the famous Master Plan for Higher Education in California, connected matters of public finance, and the contrast between Governors Pat Brown and Ronald Reagan. It was this plan that led to the creation of three new campuses in the University of California, complete with satellite colleges and laboratories, in the early 1960s (San Diego, Irvine and Santa Cruz).

Meanwhile, the academic senate was exercising more muscle than it had in years, partly because it had been freed by Kerr from the heavy, centralizing administration of Robert Gordon Sproul, and those who preceded Sproul.

It's revealing to see how Kerr, the academic senate, the regents, and the legislature, came to agree on the placement and eventual size of the new campuses. (p. 177) We have here an important study of the academic effects of decisions about administrative structure, presented well and clearly. (see esp. pp. 208 ff)

There can be little doubt that Kerr's light touch helped ensure new campuses would not split off into totally independent entities. But equally certain, the structure made it hard for unhappy academics to organize. The American Association of University Professors is mentioned exactly four times in the pages of *Blue and Gold*, and there are few cases, if we are to accept Kerr's account, where academic research projects could draw on the human and fiscal resources of more than a single campus.

In short, Kerr's moderate decentralism, the effects of geographical dispersion, and the costs of expansion all worked to keep faculty activism down. And anyway, by 1995, higher education took 7.8 per cent of California State General Fund Expenditures, compared to 11.3 per cent in 1960. Prisons meanwhile rose from 2.4 per cent to 7.1 per cent. Yet another question: was Kerr's strategy, the multiversity strategy, a great political and fiscal mistake?

Two more themes with which Kerr deals in a somewhat organized way are the loyalty oath controversy of 1952 and its aftermath, and the student free speech movement of the mid-1960s at Berkeley and elsewhere.

Under the Levering Act of 1950, reimposed by California referendum in the fall of 1952, university faculty members found they must be able to swear loyalty and, in effect, to assert their anti-Communism, or be dismissed. Faculty members began to come to then-chancellor Kerr in Berkeley (already known as the Red Campus) to see if it was "OK" to join various associations. There was

popular pressure not to buy books from Eastern Bloc countries. The archives of the California Labor School, a devotedly socialist and probably communist outfit, were accepted at Berkeley only with difficulty.

Then in May 1958, David Rynin of Berkeley's philosophy department asked the Berkeley academic senate to declare "not permissible any report by faculty to the FBI." (p. 133) Kerr toughed it out, and academic freedom came back to life ... with time. Kerr agrees the scars remain, and how nice it would be to read a paragraph or two on what he thinks "academic freedom" means today.

But Kerr's account of the McCarthyite madness is, on balance, weak. He mentions those black years, but under plays the regionalism, parochialism, and legislative educational politics in 1950s California that made matters far worse than they should have been. Kerr would have had to struggle against them all had he wanted truly to lead. I found little evidence in his own book that he did anything of the sort.

I well remember hearing of the terror of academic work in 1950s UC from émigrés who arrived at UBC, the University of Toronto, and so on. Those newly-arrived colleagues had nothing good to say of Sproul or Kerr or Brown.

As for the Free Speech Movement of 1964-1965, we have less than two pages of scattered discussion. On the other hand, Kerr gives us a whole chapter on "student sports and student life," in gymnasiums and on football fields, and heartfelt discussions of residential construction for out-of-town students. In short, the great social questions of access, equity and participatory university governance are organized (if at all) on themes other than the interests and demands of students and staff. On the question of women and their status, I found a little more than two pages of discussion, again scattered across hundreds of pages on unrelated matters.

Kerr awards us a lump of coal: he provides no sustained discussion whatsoever of gender, women's rights and the possible or putative rights of social and ethnic groups.

One feels this is a Venusian university, bathed in surreal light, not quite of this world. It is quite definitely not the California of migrants and immigrants arriving in their millions from all four points of the compass across two centuries.

I am one of the few who will read volume two. It is rather the case of a person who sees the beginning of a train wreck, and with fascinated dread, looks between his or her fingers to see how bad it may really get to be. ■

William Bruneau is with the department of educational studies at the University of British Columbia.

NEWS ACTUALITÉS

How Public Are Our Public Universities?

From PAGE A3

universities to set up their own parallel freedom of information policies, which they have never done.

The commercial transformation of the universities has affected not only their institutional practices but also, as York sociologist Janice Newton has pointed out, their "self-representations," their self-image, which has become nearly indistinguishable from that of a private firm. In recent months this has become dramatically evident in the bold pronouncements and behavior of top York administrators.

In the same month the York Foundation was launched, Harriet Lewis, York's general counsel and secretary, stated in an interview published by York's official organ that "the most correct way to describe our university is that it is a private, charitable corporation, which is 'publicly assisted.'"

Interestingly, this is precisely the same language which is used in the U.S. to define private universities.

While Lewis noted that York enjoyed charitable (tax-exempt) status and government funding, she emphasized that it was "governed autonomously." She made no mention of the legislated "object and purpose" of the university or "the betterment of society."

At the same moment, behind the scenes, York president Lorna Marsden was vigorously defending this private conception of the university she heads.

Two years earlier York had become one of the province's major beneficiaries of the SuperBuild program initiated by former premier Mike Harris and administered by Premier Ernie Eves, having received two large grants for the construction of new buildings.

The larger grant, for \$47 million, the largest SuperBuild grant for education, was for the Technology Enhanced Learning Building. While construction proceeded, it became increasingly apparent that this project represented a significant step toward the transformation of York into an employee training center and research job shop for private industry, even soliciting private firms to "shape" curricula to suit their business needs in return for partnership patronage.

Alarmed by this appearance, I phoned York's development office to request a copy of the university's successful proposal to the province for which it was granted \$47 million of taxpayer funds.

The development officer referred me to the vice-president, finance, who informed me that the proposal was "confidential."

I then wrote to President Marsden for a copy of the proposal.

She invited me to tea but ignored my request.

Finally, I wrote to the vice-president, research, one of the presumed authors of the proposal, for a copy; he referred me to the president.

In frustration, I wrote to the Ontario Ministry of Finance, which referred me to the Ministry of Training, Colleges, and Universities. And there the real saga began. Since the universities are exempt from provincial freedom of information legislation, I filed my request with the Ministry.

After some months, my request was denied. The Ministry explained that, since the matter involved a "third party" — York University — they could not accede to my request without that party's cooperation, and York had objected to disclosure of the document.

Having failed at the Ministry, I filed an appeal of the decision to the Information and Privacy Commission, insisting the document should be made public since it constituted a contract between the government and a public institution and entailed the disbursement of a significant sum of public monies. The commission initiated mediation on the matter and the mediator was able to convince York to agree to partial disclosure.

That was not good enough, as far as I was concerned, and I decided to move the matter to adjudication. The next day, York instructed the commission to release the document in full, apparently not wanting to have to go public with its objection.

Having, after eight months, finally obtained the proposal for the technology enhanced learning project, which confirmed my suspicions, I filed a new request with the Ministry to obtain a copy of York's third-party objection to disclosure, which the Ministry agreed to release. In this document, signed by Lorna Marsden, the private, commercial self-image of the university is abundantly apparent.

"York objects to the release of the documents," Marsden wrote, because "all documents contain commercial information" such as "enrollment plans in connection with the new SuperBuild buildings" and "details that relate to the delivery of specific technology and business courses."

"We object to this information being disclosed as it could thereby be well become available to [other universities and businesses] and do considerable damage to our competitive position."

According to York's third-party objection, any information regarding student enrollment, which is the chief criterion for government funding, and course offerings, the educational grounds for charitable status,

have now been deemed "commercial" and hence, confidential, in the interest of competitive advantage.

My dictionary defines "commercial" as "having profit as the main aim," a strange preoccupation for a nonprofit institution.

In her submission to the Ministry, Marsden makes no mention of "the dissemination of knowledge" for "the betterment of society." No wonder York students are puzzled about the status of their institution.

A busy director also of several large private corporations, Marsden might perhaps be forgiven for her own confusion of public and private institutions, but it is a confusion that Canadians can ill afford if they want to continue to depend upon their universities for a genuine education and a glimpse of the truth. As these examples indicate, the threats to the integrity and survival of Canada's venerable public institutions lie within as well as outside them.

While on the watch for a corporate "takeover" of our universities by private entities and their government collaborators, we have missed a disturbing administrative metamorphosis already well underway. As we renew our commitment to the public in healthcare, therefore, we should do likewise with higher education, starting in the president's office. ■

Historian David Noble, author of *Digital Diploma Mills*, teaches at York University. The views expressed are those of the author and not necessarily those of CAUT.

CAUT Awards for Excellence in Post-Secondary Education Journalism

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Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian daily, weekly, or monthly publication, or any recognized university or college student newspaper, or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian journalists appearing in non-Canadian publications may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

Nominations must include:

- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

Nomination Deadline

The deadline for nominations is February 14, 2003. All nominations and supporting material should be addressed to:

David Robinson
Associate Executive Director (Policy & Communications)
CAUT, 2675 Queenview One
Ottawa Ontario, K2B 8K2

LETTERS

Learning by Numbers

I notice there is no deadline explicitly set on the Homework! in the November 2002 issue of the *Bulletin* in which it was asked which was the better deal depending on whether a discount was computed before or after taxes were added, etc., etc. So taking a page out of my undergraduates' thinking, I can still submit something for credit.

I recently bought a router to share a single high-speed Internet access line in my home. I had a choice of two with identical features, one at \$100 and the other, a brand name at \$150 with a \$50 mail-in rebate. I happily went with the brand name, until on my way home I realized I had been had by the store clerk who had not done his math or had in fact been told to promote these two sales as identical.

So despite my late submission and the fact that I have not done the problem actually assigned, I have learned a valuable lesson in life that I think warrants full marks — perhaps even a bonus — since I really understand it and I am sure if I had to, I could work out exactly how much the difference was between the two options.

Cheers and welcome to the new world of engineering teaching!

RALPH HARRIS
Mining, Metals & Materials Engineering, McGill University

Answer to Homework!

From page A8. The top rows of the triangles can be (3, 1), (3, 2), (6, 2, 5), (6, 1, 4), (5, 6, 2), (4, 6, 1), (8, 10, 3, 9), (8, 10, 1, 6), (9, 10, 3, 8), (8, 10, 1, 6), (13, 3, 15, 14, 6).

canadian association of university teachers
collective bargaining conference

Bargaining for Equity

January 31 – February 2, 2003 • Sheraton Ottawa

register now! get details at
call 613.820.2270 www.caut.ca 

CAUT Awards for Excellence in Post-Secondary Education Journalism

Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire

Créés en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeures et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parée. Chaque prix est d'une valeur de 500 \$. ■

Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documents ou les émissions traitant d'un aspect de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans un quotidien, un hebdomadaire ou un mensuel canadien, dans un journal étudiant universitaire ou collégial reconnu, ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accès aux études et à l'équité en matière d'éducation, aux subventions et aux finances, à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPPU honoraera les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

Le dossier de candidature doit comprendre :

- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

Date limite

La date limite des mises en candidature est le 14 février 2003. Toutes les mises en candidature et les documents pertinents devront être communiquées à :

David Robinson
Directeur général associé (politique et communication)
ACPPU, 2675, promenade Queenview,
Ottawa (Ontario) K2B 8K2

La Fondation Harry Crowe

Suite de la PAGE A1

l'Université de Toronto et directrice du Centre informatique du cancer de l'institut du cancer de l'Ontario, Jon Thompson, professeur de mathématiques et de statistique à l'Université du Nouveau-Brunswick et membre des comités d'enquêtes

sur les affaires Fabrikant et Olivier, et enfin, Arpi Hamalian, professeure d'éducation à l'Université Concordia, présidente de la Fédération québécoise des professeurs et professeurs d'université et ancienne directrice de l'Institut Simon de Beauvoir. ■

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université





CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:

- The President
- Vice-President
- Two members-at-large

Nominations are also being sought for election to positions on the four CAUT standing committees:

- AF&T Committee — four vacancies including chair
- Librarians Committee — two vacancies
- SWC — three vacancies including chair
- CEBEC — three vacancies

Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 2003.

TERM OF OFFICE

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chair of the AF&T Committee is three years and the chair of the SWC is two years. (The person to chair a committee shall normally have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

EXECUTIVE COMMITTEE MEMBERS

The President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in faculty association affairs at the local or provincial level.

The Vice-President. Responsible for assisting the president with his or her responsibilities.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee. Nominees for positions on the committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (four per year), including promotion of academic freedom, drafting of documents and other related duties.

Librarians Committee. Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee. Nominees for positions on the committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (at least three per year), including the biennial conference planning, drafting of documents and other related duties.

Collective Bargaining & Economic Benefits Committee. Nominees for positions on the committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton, Chair
Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include:

- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
- A completed copy of the standard information form available at www.caut.ca

MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at www.caut.ca under policy.

**NOMINATION DEADLINE
for all positions is
March 1, 2003**



APPEL DE CANDIDATURES AUX POSTES DE DIRIGENTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au comité de direction, soit :

- La présidence
- La vice-présidence
- Deux postes de membres ordinaires de l'ACPPU

En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU :

- CLUPE — Quatre postes, dont celui de la présidence
- Comité des bibliothécaires — Deux postes
- CSF — Trois postes, dont celui de la présidence
- CNCAE — Trois postes

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures. Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 2003.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Le mandat de la présidence du CLUPE est de trois ans et celui de la présidence du CSF est de deux ans. (La personne qui assume la présidence a normalement siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi. Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires. Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme. Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective

et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeurs et professeurs d'université
2675, prom. Queensview Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité avant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca

INFORMATION

Les renseignements au sujet du dégagement pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique énoncés de principe.

**LA DATE LIMITE des
mises en candidature
est le 1^{er} mars 2003**

CAREERS CARRIÈRES

SECTION

ACCOUNTING

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, E&P auditing, E&P finance, information systems/IT and accounting finance. The successful candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties will include teaching (undergraduate, graduate, and research courses, including research into the University) and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Babu, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Email: babu@mcmaster.ca; Fax: (905) 526-6852. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. McMaster University is strongly committed to应聘者 equality within its community, and to recruiting diverse faculty and staff. The University encourages applications from qualified candidates including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

APPLIED HUMAN SCIENCE

CONCORDIA UNIVERSITY — The Faculty of Arts and Sciences, has up to four limited-term appointments in its Department of Applied Human Sciences. See our full page display ad in this issue.

APPLIED MATHEMATICS

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of research ability in numerical analysis and teaching ability in both mathematical and numerical analysis. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae, including a statement of research interests and two recent research articles and the names and addresses of at least three referees to: Dr. J. Wainright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WINNIPEG — invites applications for tenure-track faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Marketing and Labour Studies, and Accounting. Applications should be submitted to Budgetary Approval. For detailed position descriptions visit our website at: www.uwinnipeg.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Winnipeg, Winnipeg, MB, N3B 3P6. Tel: (204) 633-7000, ext. 7000; Fax: (204) 633-7073; Email: idej@uwinnipeg.ca. For information on the University of Winnipeg or the City of Winnipeg, contact Dr. Janice Drachuk, Director, Faculty Recruitment at 877-665-6568 (toll free) or recruit@uwinndwp.ca.

ANTHROPOLOGY

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Anthropology invites applications for a tenure-stream position in sociocultural anthropology at the rank of Assistant Professor, beginning July 1, 2003. The successful candidate will be expected to teach in ethnographic areas are open; however, preference will be given to candidates specializing in ethno-archaeology, ethnohistory, or the archaeology of study of human origins. Candidates should have a PhD in Anthropology or appointment as soon thereafter. The appointment is at the University of Toronto at Mississauga, which has an international reputation and a modern and spacious campus. The successful candidate will be expected to teach in the undergraduate and graduate programs and will be a member of the Graduate Department of Anthropology, University of Toronto. Teaching should include research and teaching, including the ability to involve students in ongoing research, is sought. Additional information on the Department can be obtained through the World Wide Web at <http://www.utoronto.ca>.

Simon Fraser University Assistant Professor Marine Invertebrate Biology

The Department of Biological Sciences is seeking a tenure-track faculty member in the area of Marine Invertebrate Biology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 2003. Potential research areas are open, but could include evolutionary biology, population and community ecology, developmental biology or neurobiology. The department has three main research themes (cell biology, physiology, and ecology and evolution; see <http://www.sfu.ca/biology/>) and excellent marine facilities at the Bamfield Marine Station (<http://bms.sfu.ca>).

The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he will be expected to contribute to undergraduate teaching, including a course in invertebrate biology, and to graduate teaching in their area of expertise. Review of applicants will begin on February 15th, 2003, and the search will remain open until the position is filled. Applicants should send a Curriculum Vitae, three representative reprints, a one page summary of their research objectives, and contact details for three referees to: Dr. Norbert H. Hauenreiter, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6, Canada; Fax: 604 291 4312.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University. Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

<http://uwaterloo.ca/~w3gant/> and <http://www.classes.uwaterloo.ca/~w3gant/>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity and values equity. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who can contribute to further diversity. The successful candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties will include teaching (undergraduate, graduate, and research into the University) and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should be submitted to: Professor Gary Crawford, Associate Dean, Odette School of Business, University of Toronto at Mississauga, 3333 Mississauga Road, North, 221 Knauff Centre, Mississauga, Ontario, Canada L5L 106.

APPLIED PHYSICS

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics at the University of Waterloo invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computing. The CRC will be established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.math.uwaterloo.ca/~am/Dept/homepage.html. The position is designed for an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Sciences in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant research record, or more recently, the potential to do so. The potential to establish an active program of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, and also engage in interdisciplinary research, with a curriculum vitae and the names of three referees, should be sent to Dr. J. Wainright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in mathematics and computing. The faculty also does collaborations with the Faculties of Engineering and Science in the University and with the nearby Penitentiary Institute of Theoretical Physics. The research areas of the faculty include: Combinatorics, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also interdisciplinary programs with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/~am/Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

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Laurentian University

Computer Studies Program Coordinator

Opportunity to work with the leader in International Education

Canadian Institute for International Studies (CIIS) operating in Chandigarh, India, is a unique educational institution offering post secondary programs from Laurentian University and Georgian College. In the short span of two years CIIS has become the market leader in international education in India by creating a niche for itself in Computer Education with excellent infrastructure, academic achievements & providing quality education. CIIS is a dynamic organization undergoing tremendous growth and dedicated to high Canadian standards of education.

To be a part of this exciting growth we are looking for a highly motivated computer professional/educator who is a challenge driven visionary to be the Computer Studies Program Coordinator.

The candidate will be an employee of Laurentian University and would be the founding coordinator responsible to put in place and to coordinate the computer programs offered by Georgian College & Laurentian University on the CIIS campus:

- Computer Programmer Analyst (CPA) — Diploma from Georgian College
- Bachelor of Computer Science Degree — Laurentian University,
- CISCO Certificate Programs

Some teaching duties will also be assigned. The successful candidate will operate out of the campus in Chandigarh, India with infrequent trips to Canada. Duration of assignment is two years.

Potential Candidate must have:

- PhD in Computer Science or equivalent.
- Teaching experience at the University and/or College level
- Related & proven administrative experience
- Excellent communication and management skills
- Flair for traveling

Laurentian University is a bilingual institution and an equal opportunity employer. The University is committed to equity in employment and encourages applications from all qualified applicants including women, Aboriginal peoples, members of visible minorities, and persons with disabilities. Applications will be accepted from all qualified candidates, but in accordance with Canadian immigration requirements, preference in the first instance will be given to Canadian citizens and permanent residents.

Interested candidates should forward their resume and covering letter to: Dr. Les Davison, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, Canada P3E 2C6, e-mail: chair@cs.laurentian.ca.

Applications will be accepted until the position is filled.

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	Exercise Science	Physics & Astronomy
	Family Medicine	Political Science
	Finance	Psychology
B14	Fine Arts	Religion
	Français	Religion & Culture
	Français langue seconde	Science Education
	French	Sociology
	French as a Second Language	Sociology & Anthropology
	Génie	Sociology & Criminology
B15	Genomics	Spanish
	Geography	Speech Pathology
	Geography & Environmental Studies	
	German	Statistics & Actuarial Science
B16	Gestion	Theatre
	Global Studies	Theatre Film & Creative Writing
	Health & Society	Theological Studies
	History	Visual Arts
	History & Philosophy of Science	Women's Studies
	Human Resources/Management	Zoology
	Industrial Design	Accommodations

CAREERS CARRIÈRES

BIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN — The Department of Biology invites applications for a tenure Stream position at the Assistant or Associate Professor level, beginning July 1, 2003. The position is subject to final budgetary approval. The successful candidate will coordinate the undergraduate Biology Major and have the expertise to develop and teach courses in some of the following areas: Environmental Biology, Biodiversity, Conservation Biology, as well as develop courses in their area of expertise. The position will be a strong commitment to teaching and a strong commitment in research. The successful candidate will be an asset to the University. Qualifications include a PhD degree and clear evidence of research ability in the area of Aquatic Conservation Biology. The successful candidate will be expected to compete for externally funded research programs and will be involved in the supervision of undergraduate (Honours) and graduate (MSc) students. The Department of Biology offers a four-year BSc program in Biological, Earth and Environmental Biology. It has fifteen faculty with research expertise in marine biology, ecology, education, environmental biology, physiology, ecotoxicology and chemistry. For more information, visit the Department of Biology website at <http://www.sciences.unb.ca/biology/bm> and the Canadian Rivers Institute website at <http://www.riv.unb.ca/>. Applicants should submit a recent curriculum vitae, a statement of research interests (including the e-mail address and telephone number) of three referees, a statement of teaching philosophy and research interests, and up to three reprints of recent publications to the Department of Biology, University of New Brunswick, P.O. Box 5050, Fredericton, NB, E3B 5E6 (fax 506-464-5811; email unbcb@unb.ca). Review of applications will begin February 1, 2003. All qualified candidates are encouraged to apply, however, Canadians are entitled to preference. The University of New Brunswick is an equal opportunity employer.

Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity, and **CATERLETON UNIVERSITY** Applications are invited for a **Postdoctoral Fellow** in the field of **Behavioral Physiology** at the **Associate Professor** level in the **Department of Biology** at **Caterleton University**, to commence **July 1, 2003**. The successful candidate will be expected to teach one course per year and to develop a strong, externally funded research program, supervise research students, and develop and teach undergraduate courses. The **Department of Biology** at **Caterleton** has recently moved into new buildings and modern research and teaching facilities. Excellent opportunities exist at the **University** regarding opportunities for work with government, environmental, health, environmental, medical, wildlife biology, and other disciplines among others. In addition, the **Department** has close links in teaching and research with the **Medical Faculty** and the **Department of Psychology**, **University of Ottawa**. All qualified candidates are encouraged to apply. The **Applications** of **Canadians** are **Permanently**. **Residents** will be given priority.

sent to the following address: Dr. Jeffrey Hutchings, Chair, Marine Conservation Biology, Dalhousie University, Department of Biology, Dalhousie University, Halifax, Nova Scotia, B3H 4J3 Canada; Telephone: (902) 494-2687; Fax: (902) 494-3736; e-mail: Jeff.Hutchings@dal.ca. Applications for the position will be considered until July 31, 2003, or until suitable candidates are found. All qualified candidates are encouraged to apply. Women, older, Canadian and permanent residents will be given priority. Dalhousie University is an Equal Employment Opportunity/Equal Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and members of the LGBT community.

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available in Cell and Molecular Biology. Please see the following page for details.

TRENT UNIVERSITY invites applications for a tenure track appointment in the Department of Biology at the rank of Assistant Professor to start July 1, 2003, subject to budgetary approval. The Department wishes to build a research group in one of the areas of Physiology and Genetics, and welcomes applications in either of these areas. A completed PhD is required, and preference will be given to applicants who have appropriate teaching and research experience. The successful candidate will be expected to contribute to teaching in core courses in either animal physiology or genetics, and be expected to offer an upper year course in his/her area of expertise. The department offers Specializations in Cell and Molecular Sciences and Conservation Biology, and offers concentrations from those able to support either of these areas. The successful candidate is expected to establish an externally-funded research program, and to supervise undergraduate students within one of Trent's interdisciplinary graduate programs. Trent University offers a broad range of research opportunities.

UNIVERSITY OF TORONTO AT MISSISSAUGA
The Department of Biology invites applications for a tenure-track position at the Assistant Professor level in Plant Molecular Systems, starting July 1, 2008. We are seeking an individual who is using systematic approaches to investigate the systematics and phylogeny of plants, and who has interests in broader questions in evolutionary biology and ecology. The successful candidate will have a Ph.D., preferably with post-doctoral experience and an outstanding record of commitment to research. The candidate will be expected to maintain an externally funded research program, to contribute to teaching in the department at both the graduate and undergraduate levels. UTM (www.utm.utoronto.ca), one of the three campuses of the University of Toronto, is undergoing an unprecedented period of expansion and offers a dynamic and growing faculty in molecular and evolutionary biology. The campus provides excellent facilities across the sciences, facilitates interdisciplinary research, and graduate students from cognate disciplines. The newly completed *Centre for Applied Sciences and Biotechnology* at UTM provides state-of-the-art facilities for molecular and cellular biology research. Research areas are also available at an oceans research laboratory and at the Royal Ontario Museum. The University of Toronto is committed to academic excellence. All qualified candidates are encouraged to apply, however, women and members of visible minority groups, Aboriginal peoples, and persons with disabilities are particularly encouraged to apply. All applications will receive equal consideration. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority persons, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applications should contain a curriculum vitae, a statement of research and teaching interest, and arrangements for three letters of reference to be sent to Dr. G.S. Maddison, Department of Biology, B-550, University of Toronto at Mississauga, Mississauga, Ontario L3Z 3P6, Canada.

The successful applicant will be part of the well-established Centre for Research on Biological Communication Systems with its neurophysiology facilities, behavioural testing rooms, surgical histological, molecular, and immunological laboratories, our Centre for Applied Biotechnology, and our Foundation provides modern state-of-the-art facilities in confocal microscopy, qRT-PCR, DNA sequencing, and uses the Canadian Osteo-Cells microarray facility. The successful applicant will have a PhD and probably postdoctoral experience, an outstanding record and commitment to research and teaching. The applicant is expected to build to an active research funding record and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The University of Toronto, in Mississauga, one of three campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 20 km from Toronto's Civic Centre. In light of the anticipated growth (60% growth) to occur at UTM over the next 10 years, we anticipate the addition of many new positions in the Life Sciences. New laboratory facilities are being planned and existing laboratory facilities are being expanded to support expansion in Biotechnology, Behavioural Genetics and Animal and Human Communication. Applicants should submit curriculum vitae, statement of research and teaching interests, and copies of representative publications.

Letters to Dr. Magdalena B. Sokolowski, Department of Biology, University of Western Ontario, London, Ontario, N6A 3K7, Canada. Three letters of recommendation should also be sent to Dr. Sokolowski. The University of Toronto is fully committed to academic excellence and diversity in its applications from qualified individuals. All qualified Canadians are encouraged to apply. Equal opportunity to Canadian permanent residents will be given priority. The University of Toronto is strongly committed to equality of opportunity in its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and members of sexual minority groups, others who are under-represented, and from a diversified list of areas. The deadline for submission of applications and letters of reference is 1 March 2003, although the search will remain open until a suitable candidate is found.

THE UNIVERSITY OF TORONTO
Department of Biology at the University of Waterloo invites applications for the position of Lecturer in Applied Microbiology and Molecular Biology. The position is to teach several undergraduate courses in these areas. In addition, familiarity with and interest in teaching at the graduate level, the use of computers in teaching would be an asset. This is a 3 year, renewable, position beginning 1 July 2003 or as soon as possible thereafter. The teaching load will be approximately 1500 hours per year, with teaching primarily restricted to teaching and service. The successful applicant must have a PhD degree in microbiology/molecular biology or a closely related area, as well as teach-

ing experience, and will be responsible for teaching introductory and advanced applied biology courses, including molecular biology courses. Enquiries and applications should be directed to: The Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a description of their teaching philosophy, a statement of their teaching philosophy, and arrange to have three letters of recommendation from professional references to arrive before March 1, 2003. A detailed application, concerning the Biology Department, can be found at www.sciencelab.uwaterloo.ca/biology. All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority.

BUSINESS

■ **WILFRIO LAURIER UNIVERSITY** — The School of Business and Economics invite applications for a tenure-track or tenured position as Assistant or Associate Professor in the area of the Management of Technology Enterprises, commencing July 1, 2003. Applicants with interests in the management of early stage technology enterprises are especially encouraged to apply. Applications are welcome from any of the functional areas of Business. The qualifications sought for appointment as Assistant Professor include a PhD or ABD with evidence of strong research and teaching potential. The successful candidate will be expected to teach effectively and

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Institute for the Blind

DIRECTOR OF APPLIED RESEARCH

E.A. Baker Foundation of the Canadian National Institute for the Blind

The CNIB, founded in 1918, is a national voluntary not for profit agency providing services across Canada to over 100,000 individuals for whom vision loss is a central problem in personal and social adjustments. The E.A. Baker Foundation is the research arm of the CNIB and is seeking a person to conduct and to develop and coordinate collaborative research programs focused on CNIB client needs, primarily personal, social, educational, cultural and rehabilitative, and to assess the application of technological developments in the field of assistive devices for the visually impaired.

The Director of Applied Research will (1) develop meaningful partnering strategies with allied agencies, governments, the corporate sector, philanthropic organizations, and academic institutions, (2) enhance the profile and visibility of the CNIB both nationally and internationally through formal peer-review research publications, and (3) position the CNIB to maximize its use of human, physical, and financial resources to meet current and projected client needs.

This position requires a person who (1) possesses a PhD or its equivalent and has experience in dealing with government research funding agencies, (2) has a distinguished record of achievement in research and administration, and (3) will be an enthusiastic and energetic leader of research initiative within the CNIB.

This position might include the secondment of up to 0.5 FTE from an academic institution or other qualified position within the Canadian research community and could be located at the host institution or other location of the successful applicant.

The position will be filled on a term basis, with the possibility of renewal. The E.A. Baker Foundation and the CNIB will work with the host institution of the successful applicant to arrange for appropriate consideration of salary, time commitment, benefits, etc. The Directorship of Applied Research will be an exciting and challenging position blending the strengths and infrastructures of the CNIB and academic "cultures" and will have access to all the resources of either location of the successful applicant.

The unique and vast CNIB data sets covering a diverse range of issues pertaining to vision. The E.A. Baker Foundation along with the CNIB hires on the basis of merit and is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified applicants are welcome and encouraged to apply; however, Canadians and permanent residents will be given priority. The records arising from this competition will be managed in accordance with provisions of the Personnel Information Protection and Electronic Documents Act of Canada. Further information on the CNIB and the E.A. Baker Foundation can be obtained from the

Institute's website www.cnb.ca.
This position becomes available July 1, 2003. Enquiries and written nominations for the position are welcome. Applications from Canadian residents are to be supported by a curriculum vitae, a letter of intent, and three reference letters. Electronic applications are preferred, on or before the application deadline of March 31, 2003 to: Ms. Barbara Marjoram, Executive Director, E.A. Baker Foundation, 1929 Bayview Avenue, Toronto, Ontario M4G 3E8; barbara.marjoram@cnb.ca.

CNIB The Canadian
National
Institute
for the Blind

THE UNIVERSITY OF BRITISH COLUMBIA
CHAIR IN
SUSTAINABLE AQUACULTURE

The newly created UBC Centre for Aquaculture and the Environment in the Faculty of Agricultural Sciences invites applications for an endowed Chair in Sustainable Aquaculture. This full-time tenure track Associate or Full Professor position will be central to the teaching and research mission of the Centre which is based on a partnering of The University of British Columbia and Fisheries and Oceans Canada. It provides research and fish rearing facilities to scientists conducting leading edge research critical to environmental protection and sustainable growth aquaculture.

The incumbent, an internationally recognized scholar, will develop a creative and extensive interdisciplinary research program involving the training of graduate students. Limited teaching required. Opportunities exist to attract substantial research funding from government (e.g., Natural Sciences and Engineering Research Council of Canada) and numerous industries.

The incumbent will hold a PhD in environmental physiology with research experience in areas such as fish health & welfare, fate of contaminants, or fish diseases and their transmission. Expertise in environmental risk assessment and management will be an advantage. Individual excellence and the ability to work as an integrator of interdisciplinary research and teaching will be determining factors in the hiring decision. The incumbent will develop and participate in national and international research programs focusing on emerging issues critical for

environmental enhancement and the development of sustainable aquaculture farm systems. BC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Send applications including a resume, statement of research interests and details three references by **February 5, 2003** to: **Dr. Murray Isman, Chair, Sustainable Aquaculture Search Committee, Faculty of Agricultural Sciences, The University of British Columbia, 248-2357 Main Mall, Vancouver BC, Canada, V6T 1Z4** (mailto:msman@interchange.ubc.ca).

CAREERS CARRIÈRES

To pursue innovative research and publication in high quality journals. Appointment as Associate Professor will be based on a record of research, teaching, and administrative accomplishments from those who wish to play a key role in the development of our proposed program. The Faculty has seven, six full-time faculty members. Business approaches with strong undergraduate and over two hundred and fifty MBA students. Lauder's business programs focus on the development of applied general management knowledge skills and research. Please send a letter of application, CV, evidence of teaching proficiency where relevant, and the contact details of three referees to Dean, Faculty of Business, PO Box 2582, Saint John, NB E2C 4L5, or e-mail to mcman@unbsj.ca.

■ **THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN (UNBSJ):** The Faculty of Business invites applications for a tenure-track position in Electronic Commerce, MIS/Quantitative Analytics and Marketing. All positions include graduate and undergraduate teaching. There are also teaching opportunities available in the areas of Business Administration, Economics, Finance, Marketing, and Statistics. Please send a letter of application, CV, evidence of teaching proficiency where relevant, and the contact details of three referees to Dean, Faculty of Business, PO Box 2582, Saint John, NB E2C 4L5, or e-mail to mcman@unbsj.ca.

■ **MCMASTER UNIVERSITY:** — The Michael G. DeGroote School of Business invites applications for the (5) tenure-track position at the Assistant Professor level, commencing July 1, 2003. Preference will be given to candidates with demonstrated high quality teaching and research in the areas of Business Administration, Economics, Finance, Marketing, and Statistics. Applications are invited to any of the following areas: Finance and Business Economics; corporate finance, investments, market structure, financial instruments, and risk management; applied math; Industrial organization; and energy economics. Management Science & Information Systems; supply chain management with focus in operations management; Human Resources; and HR; industrial relations or organizational behaviour; Marketing; Business Policy; and International Business; health services management; management of innovation and new

technology; new product development; channel marketing; business-to-business marketing; retail marketing; financial services marketing; International strategy for the high technology sector and Business Ethics/Policy. McMaster's Accounting and Financial Management Services: auditing, EOP auditing, Information systems and/or advanced management accounting. The successful candidate should have an earned doctorate (or ABD near completion), a commitment to effective teaching, and a record of high quality research. Candidates with lesser qualifications may be considered for term appointments. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, evidence of teaching proficiency where relevant, and the contact details of three referees to Dean, Faculty of Business, PO Box 2582, Saint John, NB E2C 4L5, or e-mail to mcman@unbsj.ca.

■ **MCMASTER UNIVERSITY:** — The Michael G. DeGroote School of Business invites applications for the (5) tenure-track position at the Assistant Professor level, commencing July 1, 2003. Preference will be given to candidates with demonstrated high quality teaching and research in the areas of Business Administration, Economics, Finance, Marketing, and Statistics. Applications are invited to any of the following areas: Finance and Business Economics; corporate finance, investments, market structure, financial instruments, and risk management; applied math; Industrial organization; and energy economics. Management Science & Information Systems; supply chain management with focus in operations management; Human Resources; and HR; industrial relations or organizational behaviour; Marketing; Business Policy; and International Business; health services management; management of innovation and new

technology; new product development; channel marketing; business-to-business marketing; retail marketing; financial services marketing; International strategy for the high technology sector and Business Ethics/Policy. McMaster's Accounting and Financial Management Services: auditing, EOP auditing, Information systems and/or advanced management accounting. The successful candidate should have an earned doctorate (or ABD near completion), a commitment to effective teaching, and a record of high quality research. Candidates with lesser qualifications may be considered for term appointments. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, evidence of teaching proficiency where relevant, and the contact details of three referees to Dean, Faculty of Business, PO Box 2582, Saint John, NB E2C 4L5, or e-mail to mcman@unbsj.ca.

BUSINESS STRATEGY

■ **THE UNIVERSITY OF WINDSOR:** Invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management of Science, Business Strategy, Management and Labour Studies, and Accounting. The position is to commence July 1, 2003, subject to budgetary approval. For detailed position descriptions visit our website at www.windsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON N9B 3P4; Tel: 519.253.3000, Ext. 3051; Fax: 519.973.7073; Email: rods@windsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orsak, Director, Faculty Recruitment at 519.253.6508 (toll free) or recruit@windsor.ca.

CANADIAN STUDIES

■ **WILFRID LAURIER UNIVERSITY:** — The Canadian Studies and Global Studies Programs at Wilfrid Laurier University invite applications for a limited Term appointed position in Canadian Studies and Global Studies, effective July 1, 2003, subject to budgetary approval. For detailed position descriptions visit our website at www.wlu.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON N9B 3P4; Tel: 519.253.3000, Ext. 3051; Fax: 519.973.7073; Email: rods@windsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orsak, Director, Faculty Recruitment at 519.253.6508 (toll free) or recruit@windsor.ca.

Dean of Education Simon Fraser University



Simon Fraser University invites applications and nominations for the position of Dean of Education for a term of five years, renewable once, beginning September 1, 2003.

The Faculty of Education is a non-departmental unit with undergraduate, graduate, teacher education, in-service/field programs and international programs. The Faculty has 47 full-time faculty members,

S6 short-term faculty members, 63 support staff members, 1,570 FTE undergraduate students, and 560 FTE graduate students. The Faculty of Education is widely recognized for its commitment to outstanding and innovative education programs, and to excellence in research. The Dean should be an experienced and dynamic leader, respected in the academic and professional fields of education, with recognized personal integrity, a strong administrative background, community building expertise, and the ability to articulate a compelling, collective vision. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service to educational communities, and to make a significant contribution to the governance of the University.

A demonstrated record of scholarly accomplishment consistent with an SFU appointment at the rank of professor is strongly preferred.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and permanent residents will be given priority.

Applications and nominations, accompanied by curriculum vitae and the names of three referees, should be sent to the address below.

The Search Committee will begin its consideration of candidates at the beginning of February, 2003.

Dr. John H. Waterhouse
Vice-President, Academic
Simon Fraser University
8888 University Drive
Burnaby, BC V5A 1S6

Fax: 604-291-5876

Janet Wright & Associates Inc.



www.careers.ualberta.ca

Professor and Chair, Department of Ophthalmology

The Faculty of Medicine and Dentistry, University of Alberta, invites applications for a full-time academic tenured position as Professor and Chair of the Department of Ophthalmology. The successful candidate will also assume the role of Clinical Chief, Regional Ophthalmology Program, Capital Health Authority (Edmonton). The position requires a candidate who is a solid clinician, who is possessed of excellent administrative skills who will lead this department in the further development of excellence in education and research. Preference will be given to individuals eligible for clinical licensure in the Province of Alberta. The Chair will be responsible for a Department of up to seven full-time and over 20 part-time faculty. The successful candidate, together with the Office of the Dean, will be responsible for the undergraduate (~130 students/year) and postgraduate training programs and for the further development of the graduate research program. The clinical program is sited at the Royal Alexandra Hospital, where a major capital re-development program which will house the Alberta Eye Institute is under way. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly established Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), and the National Institute of Nanotechnology. The department has a strong research program in ocular genetics.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions. With annual budgets of \$200 million and \$1.6 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

Details about the University of Alberta, Faculty, CHA, and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca

Interested candidates should submit a two-page document and an up-to-date curriculum vitae outlining their current clinical and research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be listed. Interested individuals are asked to submit their material by February 28, 2003 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440 - 112 Street
Edmonton, Alberta, Canada T6G 2R7

Simon Fraser University Assistant Professors School of Computing Science

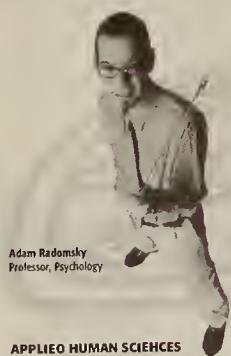
The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for several tenure-track positions at the Assistant Professor level. Outstanding candidates at more senior levels will be considered as well. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in systems-oriented areas, human computer interaction or interdisciplinary areas such as bioinformatics. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area.

Simon Fraser University is consistently one of the top-ranked, publicly-funded universities in Canada. The School of Computing Science currently has over 150 PhD and M.Sc. students, 700 undergraduate majors, and 40 faculty members. The School is at the outset of a phase of strong growth, part of the "Doubling the Opportunities" program of the government, both the number of faculty and students shall be significantly increased within the next four years. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University.

Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural and intellectual pursuits, leisure opportunities, favorable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. For updated information see www.cs.sfu.ca.

To apply, send a curriculum vitae, evidence of research productivity, and names, addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6, Email: faculty-search@cs.sfu.ca.



Adam Radomsky
Professor, Psychology

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 125 tenure-track professors in the last four years and plan to hire another 75 tenure-track professors in the next two to three years, including up to 30 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2003-2004 academic year.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to four limited-term appointments. We are looking for candidates to teach courses in one or more of the following areas: lifespan growth and development; interpersonal communication and relationships; working in task groups; respecting diversity in human relations; sexuality in human relations; interviewing; program planning, design and evaluation; leadership; and counseling skills and concepts. Applicants should have a PhD in a relevant social science discipline; advanced professional training in human relations and group process intervention is an asset.

Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for up to two limited-term appointments in the field of Cell and Molecular Biology. Applicants should have a PhD in a cognate discipline, as well as experience in teaching and lab-based research. One position is to develop and implement two core laboratory courses, and includes training and supervising technical personnel. The other position is to teach existing courses in cell and molecular biology, and/or to develop new courses in genomics.

Dr. Claire Cupples
Chair, Department of Biology
biochair@alco.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher-level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The successful candidate will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

Dr. Marcus F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited-term appointments to teach in one or more of the following areas: Media Production (Television, Sound or Multimedia), Communication and Culture, Communication Theory, Cultural Studies, and Media Studies. Applicants must hold a terminal degree, i.e. a PhD or an MFA in a cognate field, and have relevant teaching experience. The successful candidates will teach at the undergraduate and graduate levels.

Dr. Lorna Roth
Chair, Department of Communication Studies
lroth@sympatico.ca

COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one limited-term appointment to teach undergraduate courses with a focus on Policy Study, Social Movements and Community Politics. Applicants must have a completed or nearly completed PhD.

Dr. Daniel Salée
Principal, School of Community and Public Affairs
salée@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to five limited-term appointments. Applicants should have a completed or nearly completed PhD and the ability to teach undergraduate courses in some of the following areas: Introductory and Intermediate Theory; Statistics; Canadian Economic Policy; Industrial Organization; International Trade and Finance; and Environmental Economics.

Dr. William A. Sims
Chair, Department of Economics
simsws@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to three limited-term appointments, one in each of the following areas: Early Childhood and Elementary Education (ECE), Educational Studies (ESTU) and Educational Technology (ETEC). For the ECE position, applicants should have a PhD, a teaching certificate, prior classroom experience and expertise in early childhood and elementary education. For the ESTU position, applicants must have a PhD and the ability to teach undergraduate and graduate courses in comparative education, current issues, and the philosophy and history of education. For the ETEC position, applicants should have a PhD and the ability to teach human performance technology, plus one or more of the following areas: educational computing; research methods; distance education; cognitive sciences; multimedia design and/or formative evaluation. Knowledge of French is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for up to two limited-term appointments, one in the area of 20th Century Literature and one in Canadian Literature. For the position in 20th Century Literature, applicants should have competence in modern and contemporary British and American Literature and should be able to teach poetry, fiction, and drama. For the position in Canadian Literature, applicants should have competence in all periods of Canadian Literature and should be able to teach modern and contemporary Canadian poetry and fiction. Applicants for both positions must hold or be near the completion of a PhD. Prior teaching experience and scholarly publications are assets.

Prof. Terence Byrnes
Chair, Department of English
byrnes@alco.concordia.ca

ENGLISH AS A SECOHO LANGUAGE

Our Department of Education invites applications for one limited-term appointment in English as a Second Language. Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university setting, as well as expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must have a graduate degree in TESL, Applied Linguistics or a related field. Preference will be given to applicants who have a research program investigating issues related to academic writing.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ÉTUDES FRANÇAISES

Le département d'études françaises sollicite des candidatures à quatre postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes aux rangs de chargé d'enseignement ou de professeur-e adjoint-e en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimédia. Deux postes de même rang en littérature sont ouverts à toute personne apte à enseigner soit la littérature française du XIXe siècle, soit la littérature française du XXe siècle.

Madame Lucie Leguin
Directrice du département d'études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for one limited-term appointment

to teach in the areas of Issues in Personal and Community Health, and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD) as well as prior teaching experience at the University level.

Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments, one in the area of 20th Century German Literature and one in 18th and 19th Century German Literature. A background in one or more of the following areas is an asset: German linguistics, the history of the German language and the German theater. Applicants must hold a PhD and be fluent in English and German. Teaching responsibilities are also likely to include the German language at all undergraduate levels.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alco.concordia.ca

GEOGRAPHY

Our Department of Geography invites applications for up to two limited-term appointments, one in Urban Studies and one in Human and/or Urban Geography. For the position in Urban Studies, applicants must have a Master's degree in Planning, Architecture or a related discipline (although a PhD is preferred), as well as strong teaching abilities. The successful candidate will teach undergraduate courses in Urban Studies, including at least two laboratory-based courses. For the position in Human and/or Urban Geography, applicants should have a PhD in ABD and must have strong teaching skills. The successful candidate will teach undergraduate courses, and possibly one graduate course.

Dr. John Zacharias
Chair, Department of Geography
zachar@vax2.concordia.ca

HISTORY

Our Department of History invites applications for up to two limited-term appointments, one in the area of Canadian History and the other in European History. Applicants for the Canadian History position should be prepared to offer introductory courses in both Canadian and Quebec history, while those for the European position should be able to offer an introductory course in European history as well as a course dealing with global history in the 20th century. In both cases, the successful candidates will also have an opportunity to teach upper-level courses. Applicants must hold or be near the completion of a PhD; prior teaching experience at the undergraduate level is an asset.

Dr. Ronald Rudin
Chair, Department of History
ronald.rudin@concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will be required to design and teach courses in the History and Philosophy of Science to undergraduates with varying degrees of scientific knowledge. Applicants should hold a PhD in the area of History and Philosophy of Science, have some publications, and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.

Dr. Martin Singer
Dean, Faculty of Arts and Science
martin.singer@concordia.ca

ITALIAN

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Modern Italian Literature and Culture. Applicants must be fluent in English and Italian; preference will be given to applicants with a PhD. A background in

Italian translation and culture is an asset. Teaching responsibilities may include the Italian language at all undergraduate levels, as well as Italian culture and/or panorama of literature.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alco.concordia.ca

JOURNALISM

Our Department of Journalism invites applications for one limited-term appointment in Broadcast Journalism. Applicants should have a relevant graduate degree and at least five years of work experience as a professional journalist, including experience in both radio and television journalism. The successful candidate will teach workshops in introductory and advanced radio and television production, as well as a course in the history of broadcasting.

Dr. Eric Raudsep
Chair, Department of Journalism
raudhen@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments to teach seminars in Western Civilization and Culture, and Modes of Interpretation and Expression, as part of the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, might be needed to teach courses with a literary, religious or philosophical spine. Applicants should have a PhD and some teaching experience.

Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

LINGUISTICS

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Linguistics. Candidates must have a PhD in Linguistics or be ABD (theoretical generative linguistics preferred), and have a strong research profile. Teaching experience will be considered an asset. Courses to be taught may include several of the following: phonetics, phonology, syntax, semantics, morphology, and field methods.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alco.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Applicants must have a PhD and excellent teaching abilities.

Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for up to two limited-term appointments, one in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics), and a second in the history of philosophy (with teaching responsibilities to include early modern philosophy and introduction to ancient philosophy). Applicants must hold or be near the completion of a PhD and have prior teaching experience. Candidates must submit a writing sample along with their application packages.

Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alco.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to

Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Latin American Politics, American Foreign Policy, U.S. Politics, and Middle East Politics. Applicants must hold a PhD; good teaching and research experience are assets.

Dr. Reeta C. Tremblay
Chair, Department of Political Science
reeta@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to six limited-term appointments. Applicants should have a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: Introductory, Social, Motivation, Personality, Developmental, Learning and Cognition. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the department's tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

Dr. June Chaikeisan
Chair, Department of Psychology
chaikei@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. Applicants for the position in Judaic Studies should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism. The ability to teach in the areas of Christianity, and women and religion, is highly desirable. Applicants for the Hindu Studies position should hold a PhD and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout the whole range of its historical development. Candidates for the East Asian Religions position should have a solid background in the study of the major traditions of China and Japan, including Buddhism, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions. Relevant language proficiency and prior teaching experience are required for each of these positions.

Dr. Leslie Orr
Chair, Department of Religion
orr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: sociology statistics and methodology, social justice; globalization; economic sociology; and crime and deviance. Applicants should have a PhD; knowledge of French is an asset.

Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

The above positions are all full-time, limited-term appointments, beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8. Review of applications will begin on March 1, 2003 and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2081; e-mail: martin.singer@concordia.ca

<http://artsandscience.concordia.ca>



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SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of 19th and 20th Century Spanish Peninsular Literature. Applicants must have a PhD in the field or a related area, excellence in teaching and native or near-native fluency in Spanish and English. Teaching responsibilities are also likely to include the Spanish language at all undergraduate levels, and Spanish culture and/or panorama of literature.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@vax2.concordia.ca

TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in the teaching of English as a Second Language. Applicants must have an MA in TESL and experience in the field, and should be methodologists in English second language teaching. An excellent command of English and a functional knowledge of French are required.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

Dr. Pamela Bright
Chair, Department of Theological Studies
bright@alcor.concordia.ca



Balbir S. Sahni
Professor, Economics
Director, Centre for International Academic Cooperation



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA



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Walter Stirling Anderson Professor and Chair, Department of Surgery

The Faculty of Medicine and Dentistry, University of Alberta and Chief of Surgery, University of Alberta Hospital

The Faculty of Medicine and Dentistry, University of Alberta and Capital Health Authority invite applications for joint appointment to a full-time academic tenured position as the Walter Stirling Anderson Chair in Surgery, Professor and Chair of the Department of Surgery, and Chief of Surgery, University of Alberta Hospital. The position is integrated into the Capital Health Authority as Chief of Surgery of the University of Alberta Hospital, which also involves a significant role at other facilities within the Capital Health Authority region. The position requires a candidate who has an international reputation as a scholar, has outstanding and innovative research accomplishment or recognition as an excellent emerging researcher, and can inspire confidence in research fund granting agencies, resulting in the University's ability to maintain its reputation amongst the research intensive post-secondary institutions in Canada and abroad.

The individual must be eligible for licensure in the Province of Alberta. The Chair is responsible for a Department with 28 full-time basic science and clinical faculty and over 115 part-time clinical faculty within 10 specialty divisions. The successful candidate, together with the Office of the Dean, will be responsible for the undergraduate (~130 students/year) and postgraduate training programs (seven fully-accredited Royal College surgical training programs) and for a vigorous graduate research program. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly-established Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), the National Institute of Nanotechnology and the central role of the

Department in the Alberta Diabetes Research Institute, the Alberta Heart Institute, and the Cross Cancer Institute. The Department also has a strong grant funding record with the Canadian Institutes for Health Research, the Alberta Heritage Foundation for Medical Research, the National Institutes for Health (US) and the Juvenile Diabetes Foundation International.

The Faculty of Medicine and Dentistry and the CHA represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions. With annual budgets of \$200 million and \$1.6 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

Details about the University of Alberta, Faculty, CHA, and Edmonton can be found on the Faculty's web site at www.med.ualberta.ca and Capital Health's web site at www.cha.ab.ca.

Interested candidates should submit a two-page document and an up-to-date curriculum vitae outlining their current clinical and research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 28, 2003 to:

Dr. D. Lorne J. Tyrrell
Dean, Faculty of Medicine and Dentistry
University of Alberta
212 WC
Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Associate Dean School of Nursing

The Faculty of Health Sciences, McMaster University is seeking an Associate Dean, who serves as the Head of the School of Nursing. The McMaster School of Nursing is research intensive and world recognized for the expertise of its faculty members, problem-based teaching methodology, collaborative partnerships including a strong consortium with community college partners for baccalaureate nursing education, an expanding graduate program and international links.

The School is committed to excellence and innovation in education, research and clinical practice, and actively contributes to the evolving vision of nursing and health care locally, nationally and internationally. Its mission is to provide responsive and comprehensive quality education for students, to develop nursing and health care knowledge through research at the leading edge of the profession and to promote both exemplary nursing practice and the health of individuals and communities.

We are seeking a nurse with a PhD degree in nursing or a related discipline, who has strong academic credibility in his/her area of expertise, broad visionary and strategic planning skills, demonstrated administrative experience and superior leadership skills with the ability to engender enthusiasm and support.

The Associate Dean is accountable to the Dean and Vice-President, Health Sciences for directing the educational, research and practice activities of the School ensuring alignment of these activities with the mission of the Faculty of Health Sciences. As Director of the McMaster-Mohawk-Conestoga Consortium and Chair of the Steering Committee the incumbent will have an important role in program delivery through community based partnership.

The appointment will be effective July 1, 2003 for a five-year term, renewable once. This appointment is in the tenure-track category of appointments. Salary and rank will commensurate with experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nominations and applications including curriculum vitae and names and addresses of three referees should be directed to: Dr. John G. Kelton, Dean and Vice-President, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Room 2E1, Hamilton, Ontario L8N 3Z5.

The deadline for applications is February 28, 2003. The search will continue until a suitable candidate is found.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities and women.

McMaster
University



CAREERS CARRIÈRES

Professor or Professor level. Salary will be commensurate with qualifications and experience. The Chair in Design Engineering will become an integral part of an established group of researchers and academics. The Chair will introduce, promote and maintain strong emphasis on design for the offshore as part of the broader research and teaching activities undertaken by the group and will be responsible for developing and maintaining research links with industry. The Chairholder will have an established reputation with industry and be expected to maintain and contribute to the development of the group's research activities. The Chair will be responsible for the supervision of postgraduate students and will be responsible for a significant participation in the education of undergraduate students in design for the offshore. The successful candidate must have an undergraduate degree in ocean engineering and/or naval architecture and related disciplines, and will be expected to teach courses as a Professor at the University of Newfoundland and Labrador. Applicants must hold an advanced degree, preferably a PhD, in ocean engineering, naval architecture and marine engineering. The successful candidate will play a leadership role in the teaching of undergraduate design courses in engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, it is a major and integral role in the educational and cultural life of Newfoundland and Labrador. Offering degree undergraduate and graduate programs to almost 10,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities, the University is well positioned to attract students from around the world. For more information about the University of Newfoundland and Labrador, please visit the website at <http://www.univ.ca>. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching philosophy, and a list of three recent publications to: Dr. M. Haddad, Intent Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X5, or fax to (709) 737-8975, reference QM/AC/02. The search committee will begin to review applications on March 31, 2003, and will continue to do so until the position is filled. The search committee funding has been made available through NSERC Grants in Design Engineering program. The position is subject to the success of this application. Memorial University of Newfoundland is an equal opportunity employer and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

neering, and environmental biotechnology. The department has a total annual enrollment of 500 undergraduate and 100 graduate students – it is one of the largest chemical engineering departments in North America, and is ranked 10th in the world among over 23,000 students, and is presently ranked among the top 50 of the 62 Canadian universities. The scenic campus is part of the twin cities of Kitchener and Waterloo, Ontario, Canada, and is located just 100 km SW of Toronto. Waterloo is highly regarded for its excellent living conditions. More information on the department and university is available at <http://caee Waterloo.ca>. The Department of Chemical Engineering at the University of Waterloo, a clearly outlined teaching program, statement of teaching interests, names and full contact information of three referees should be sent to: Dr. Charles, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including non-traditional students, women, members of visible minority groups, Aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO – The Department of Electrical and Computer Engineering (ECE) is seeking applications for tenure-track faculty positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and experience in research accomplishments. Appointments are available at the Full or Associate Professor level, but exceptional applicants in these careers may be considered for appointment at the level of Assistant Professor. Applicants should have obtained a doctoral degree in Computer Engineering, Electrical Engineering, Electrical Engineering Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Applications for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate program in ECE is one of the largest and most successful programs in Canada, with over 1000 students and postdoctoral applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Electrical Engineering Computer Science are offered in joint with the School of Computer Science and draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and distributed systems, and digital hardware design, analysis, verification, and other ECE areas ranging from wireless communications to microelectromechanical systems and their applications. The Department has strong connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor.

La Faculté des arts et des sciences sollicite des candidatures pour :

- un poste de professeure ou professeur au rang d'adjoint, au Département d'études françaises dans le domaine de la littérature médiévale ;
- des postes de professeure ou professeur en priorité au rang d'adjoint ou d'agréé, au Département de chimie, dans les domaines suivants : chimie des polymères ou matériels, chimie analytique, chimie organique ou bioorganique et chimie théorique ;

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Conformément aux exigences presentes en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université soumet à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

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UNIVERSITY OF WATERLOO

CANADA RESEARCH CHAIR (TIER I) IN LANGUAGE AND CULTURE

The Faculty of Arts at the University of Waterloo invites applications for a Tier 1 Canada Research Chair in Language and Culture to begin as soon as July 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UW's Canadian Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new creative design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture.

In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimodal for humanities computing, hypertext, text analysis and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits.

Nominations and applications including a cumculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by February 28, 2003 to:

Dr. Robert R. Kerton, Dean of Arts
University of Waterloo, 200 University Avenue West
Waterloo, Ontario, Canada N2L 3G1

Please note that all CRC appointments are subject to final review by the CRC Secretariat.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

University of
Waterloo


BUILDING A TALENT TRUST

 Queen's

**Assistant/Associate Professor
FACULTY OF EDUCATION**

The Faculty of Education at Queen's University (www.educ.queensu.ca) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. The position, subject to final budgetary approval, will begin as early as July 31, 2003.

Applicants should have academic qualifications in *Elementary Language Arts* curriculum and a corresponding record of research. Successful language and literacy teaching experience at the elementary level is essential.

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications. Responsibilities for the position will include maintaining an active program of research and publication, teaching courses at the undergraduate and graduate levels, supervising BEd, MEd and PhD students, developing and maintaining relationships within the profession and

providing leadership and support in the field of Elementary Language Arts. Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Applicants must include a letter of application, which details your research program and how it articulates with early language and literacy curriculum. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including fax and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before **28 February, 2003**. Applications and letters of reference should be sent to: **Rosa Bruno-Joffre, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6**, Phone: 613-533-6210; Fax: 613-533-6307.

CAREERS CARRIÈRES

research would be beneficial. The successful applicant will be expected to generate funding for this position as a Research Scholar through an award from an external granting agency such as AHFMR or CIHR. The granting of this award will be dependent on the basis of excellence. Salary is commensurate with qualifications and experience. Applications will be accepted until the position is filled. The closing date is Sunday, July 1, 2003, or as soon as a suitable candidate is found. Candidates should forward their curriculum vitae, copies of recent publications, an outline of research and clinical interests and the names of three referees to: Dr. Albert Cook, Dean, Faculty of Veterinary Medicine, 48 Corlett Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2G4; phone: (780) 492-6200; fax: (780) 492-1626. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

STATISTICS & ACTUARIAL SCIENCE

■ THE UNIVERSITY OF WATERLOO — Applications being accepted for a tenure-track or permanent position in Actuarial Science or Finance at the rank of Assistant Professor level. Candidates should have a strong interest in the mathematical or statistical sciences, and research interests in either actuarial science or mathematical finance. Preference will be given to applicants whose research, although not strictly necessary, could be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of interests, including probability and statistics, insurance, pension and life insurance, pensions, treasury management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Applied Studies in Finance, the Waterloo Institute for Quantitative Finance, and the soon-to-be-formed Institute for Quantitative Finance and Insurance. Applicants must have proven ability in or potential for research, in addition to good teaching and learning abilities. Applications include a complete graduate and undergraduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The starting date is subject to availability of funds. The application date is expected to be July 1, 2003 or later. The closing date for applications is February 28, 2003. Please attach a current vitae, and arrange for at least three letters of reference to be sent to Professor David E. Matheson, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1 by March 20, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

THEATRE

■ THE UNIVERSITY OF REGINA — Applications are invited for a 3-year term position at the Assistant Professor level, with primary teaching and supervisory responsibilities in the undergraduate BA Acting program, as well as in the graduate MA and MFA programs. MA and MFA degrees in directing/experimental productions. Candidates should possess experience in acting and directing, an MFA or PhD degree in Theatre, professional theatre experience, and ability to teach at the undergraduate and graduate levels, and capacity to supervise MA and MFA students. One or more strengths in any of the following areas will be considered an asset: critical writing, film and television acting, creative writing of theatre, and playwriting. The Department of Theatre, University of Regina offers a BFA degree in acting, design, technical theatre and stage management, taught in new state-of-the-art performance and teaching facilities. The Department also offers BA and Honours degrees in Theatre Studies with a strong concentration in Dramaturgy, the option of a double degree in Arts Education, and has placed students in graduate programs (Visual Arts, Indian Art, Music, Media Production and Studies) in the Faculty of Fine Arts in offering cross disciplinary MFA and MPA programs. The Department has also made a strong commitment to teaching the art of new plays and is participating in the development of a multidisciplinary centre for the study of script development. Please submit applications with curriculum vitae, all university transcripts, and the names and addresses of three who have been invited to send letters, by March 1, 2003 to: Kathryn Lunn, Faculty of Visual Arts, University of Regina, Regina, SK, Canada S4S 0A2. The University of Regina is committed to diversity in its faculty and to equity in its treatment of all members of the university. All qualified candidates will be given priority. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and persons who identify themselves as members of these groups are encouraged to apply. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

THEATRE FILM & CREATIVE WRITING

■ THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Theatre. Applicants should have a PhD, publications, strong undergraduate and postsecondary teaching at the postsecondary level. The desirable candidate will have expertise in the History of Theatre with additional strengths in at least one specialization and a strong record of teaching, which might include Film Studies, First Nations, Asian, or other Non-Western performance studies and forms, studies in gender and performance, and studies in film and television. Some non-tenure track positions will teach in the Department's BA Theatre Program, the MA and PhD Theatre Programs, and may also teach in the BA Program in Drama or Film Studies, as well as teach in the development of new curriculum and provide administrative service in the Department and the

University. Professorial-stream faculty at UBC are expected and encouraged to maintain a high level of research and publication. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 faculty members, 100 undergraduate students, 100 guest artists, and over 200 majors and graduate students. Each of the programs has a national and international reputation for excellence, strong undergraduate and postsecondary teaching, and teaching centres for creation and production. Opportunities for multidisciplinary collaboration are abundant, both within the Department and with researchers and scholars across the University. The successful candidate is expected to focus on research, teaching, and creative writing. Salary will be commensurate with qualifications and experience. Applications should submit a letter of application, a current CV, (including e-mail address), telephone number, three permanent letters of recommendation and teaching interests, and should arrange for three letters of reference to be forwarded to: Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada V6T 1Z2. Complete applications must be received by January 15, 2003. The position start date is July 1, 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents can be found, other individuals will be considered. The University of British Columbia hires on the basis of merit. We are committed to the equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THEATRE

■ THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Acting and Directing. Candidates should possess a record of a Master's degree or equivalent professional experience in the discipline, teaching experience at the postsecondary level, a record of substantial creative and/or research accomplishment, and demonstrate creative and critical inquiry. The Department of Theatre, Film, and Creative Writing offers a BA Acting, BA Directing, and MFA Directing programs, supervise students in these programs on thesis and other projects, and provide administrative service to the Department and the University. The successful candidate at UBC are expected and encouraged to sustain a high level of research and/or creative activity. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 faculty members, 100 undergraduate students, 100 guest artists, and over 200 majors and graduate students. Each of the programs has a national and international reputation for excellence, strong undergraduate and postsecondary teaching, and teaching centres for creation and production. Opportunities for multidisciplinary collaboration are abundant, both within the Department and with researchers and scholars across the University. The successful candidate is expected to focus on research, teaching, and creative writing. Salary will be commensurate with qualifications and experience. Applications should submit a letter of application, a current CV, (including e-mail address), telephone number, three permanent letters of recommendation and teaching interests, and should arrange for three letters of reference to be forwarded to: Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada V6T 1Z2. Complete applications must be received by January 15, 2003. The position start date is July 1, 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents can be found, other individuals will be considered. The University of British Columbia hires on the basis of merit. We are committed to the equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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THEATRE STUDIES

■ WILFRID LAURIER UNIVERSITY — The Faculty of Arts' Student Program invites applications for a one-year limited-term position at the rank of Assistant Professor in Women's Studies.

■ CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited term appointment available in Biblical Studies. Please see our full-page display ad in this issue.

VISUAL ARTS

■ THE UNIVERSITY OF OTTAWA — The Faculty of Arts welcomes candidates for the position of the Chair of the Department of Visual Arts. The Department of Visual Arts is part of the Faculty of Arts and offers two programs: e.B.A. with Concentration in Visual Arts and a Bachelor of Fine Arts (B.F.A.). A Concentration in Art Administration is also offered in the Department. The Chair is responsible for the direction of the department, the B.F.A. is a degree geared toward the practice of contemporary art and emphasis to the production of art and to the Department of Visual Arts. The program is subject to selection. The Concentration in Art Administration is offered at the first (2000) level. Both programs include compulsory and optional courses in the Theory and History of Art. Some 230 students are presently registered in these programs. The Department has regular teaching load of 12 hours per week and hires two new regular members by 2005. On average, ten part-time instructors are hired each semester. The successful candidate will have a PhD in Art History, a record of teaching and research, and a demonstrated ability to teach at the undergraduate and graduate levels. The candidate will be fluent in English and French. Hiring will be at the rank of Associate Full Professor. The starting date is July 1st, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Visual Arts is part of the Faculty of Arts. The Department of Visual Arts is part of the Faculty of Arts and offers two programs: e.B.A. with Concentration in Visual Arts and a Bachelor of Fine Arts (B.F.A.). A Concentration in Art Administration is also offered in the Department. The Chair is responsible for the direction of the department, the B.F.A. is a degree geared toward the practice of contemporary art and emphasis to the production of art and to the Department of Visual Arts. The program is subject to selection. The Concentration in Art Administration is offered at the first (2000) level. Both programs include compulsory and optional courses in the Theory and History of Art. Some 230 students are presently registered in these programs. The Department has regular teaching load of 12 hours per week and hires two new regular members by 2005. On average, ten part-time instructors are hired each semester. The successful candidate will have a PhD in Art History, a record of teaching and research, and a demonstrated ability to teach at the undergraduate and graduate levels. The candidate will be fluent in English and French. Hiring will be at the rank of Associate Full Professor. The starting date is July 1st, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ THE UNIVERSITY OF WATERLOO — Applications being accepted for a tenure-track or permanent position in Actuarial Science or Finance at the rank of Assistant Professor level. Candidates should have a strong interest in the mathematical or statistical sciences, and research interests in either actuarial science or mathematical finance. Preference will be given to applicants whose research, although not strictly necessary, could be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of interests, including probability and statistics, insurance, pensions, treasury management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Applied Studies in Finance, the Waterloo Institute for Quantitative Finance, and the soon-to-be-formed Institute for Quantitative Finance and Insurance. Applicants must have proven ability in or potential for research, in addition to good teaching and learning abilities. Applications include a complete graduate and undergraduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The starting date is subject to availability of funds. The application date is expected to be July 1, 2003 or later. The closing date for applications is February 28, 2003. Please attach a current vitae, and arrange for at least three letters of reference to be sent to Professor David E. Matheson, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1 by March 20, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ THEATRE

■ THE UNIVERSITY OF REGINA — Applications are invited for a 3-year term position at the Assistant Professor level, with primary

teaching and supervisory responsibilities in the undergraduate BA Acting program. The position start date is July 1, 2003, subject to budgetary approval. The University of Regina offers a BFA degree in Acting, BA Directing, and MFA Directing. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 28 faculty members, 100 undergraduate students, 100 guest artists, and over 200 majors and graduate students. Each of the programs has a national and international reputation for excellence, strong undergraduate and postsecondary teaching, and teaching centres for creation and production. Opportunities for multidisciplinary collaboration are abundant, both within the Department and with researchers and scholars across the University. The successful candidate is expected to focus on research, teaching, and creative writing. Salary will be commensurate with qualifications and experience. Applications should submit a letter of application, a current CV, (including e-mail address), telephone number, three permanent letters of recommendation and teaching interests, and should arrange for three letters of reference to be forwarded to: Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada V6T 1Z2. Complete applications must be received by January 15, 2003. The position start date is July 1, 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents can be found, other individuals will be considered. The University of British Columbia hires on the basis of merit. We are committed to the equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ THEATRE

COMMENTARY

TRIBUNE LIBRE

A Study in Top-Down Mismanagement

By TIM QUIGLEY

THE question of university governance has long been a matter of debate. Historically, and for sound reasons associated with their places in society, universities have developed a governance structure different from the more hierarchical structure typical of government bureaucracies and many corporations.

A unique feature of universities is the sharing of decision-making authority between a senate or council largely composed of academics and a board of governors or regents whose members are elected or appointed, often by the provincial government.

In most Canadian universities, the board of governors, through its administrative apparatus, must then negotiate collective agreements with its faculty and staff on salaries, benefits and working conditions. The collective bargaining process therefore necessarily brings faculty associations and staff unions into the governance process.

Unfortunately, there has been a trend away from such shared decision-making. Many university administrations have attempted to centralize decision-making in the hands of a few senior administrators. The University of Saskatchewan is an example of this trend.

AT THE U OF S, THE most recent component of the centralizing trend is a process called integrated planning. However, the integrated planning process did not begin the centralization of authority at our university.

At the outset, it is important to stress the role the U of S has played in our province. Created shortly after Saskatchewan became a province in 1905, the university developed over the next 80 years according to the plan devised by its founders, which included our first president and the first premier of the province.

The central role of the university was to be the people's university — that is, it was to provide postsecondary education, especially undergraduate education, and service to the citizens of the province. Research has always been important but its role was seen to be to attempt to solve the problems facing the province. Basic or curiosity-based research was central to this task.

From the mid 1980s the U of S has embarked on a different path, at first slowly but now in a more pronounced way. Through three successive presidents and their administrations we have engaged in a number of planning exercises. In the last decade or so, the original aims of the university have changed so that we have become much more a research institution.

The trend in Canadian postsecondary education to more targeted research funding has affected us greatly, with the result that the emphasis is on research in the sciences and applied sciences, while less attention has been paid to the social sciences and humanities and to undergraduate teaching and service.

This appears to be part and parcel of pursuing higher rankings in the annual university survey conducted by Maclean's magazine. At the same time, there have been steep rises in tuition fees so that access to university is increasingly in jeopardy. Much of the change in focus has occurred outside the planning processes and with campus-wide discussion and debate that has largely been cosmetic.

The process of centralization of governance has accelerated in the last five years or so. In 1998, every academic unit was required to prepare and submit a renewal plan, outlining areas of development, maintenance, and disinvestment (to use the jargon that was imposed with the exercise to indicate new initiatives, maintaining existing programs, and cutting other programs, respectively). Although it took a considerable amount of time and energy, academic units complied. However, approval or disapproval of the plans was never forthcoming.

Beginning in 1999, every academic unit was to be subjected to a systematic program review process that included external reviewers for each unit being reviewed. Again, the process required a huge amount of faculty and staff time and energy in the preparation of documentation both prior to and subsequent to the review. This process has not yet been completed in many academic units, even as yet another planning process — the so-called integrated planning process — has begun.

Under the integrated planning process, all academic units are once again told to prepare a plan according to a very rigid template. The same jargon — development, maintenance, and disinvestment — has been retained and the requirements for unit plans carefully stipulated.

It is obvious that the most important document will be the two-page executive summary, since the eventual decisions on priorities will be made by small committees composed entirely of senior administrators. There will be no expertise on the committees capable of judging the relative merits among competing disciplines.

Our university council — the equivalent of the senate elsewhere — has no representation whatever on the planning committees. Only recently has there been any degree of consultation with the council, but that has not changed the top-down nature of the process.

An even more worrisome aspect of the process is that a hiring freeze has been instituted. Filling existing faculty vacancies now requires a special case to be made and only in certain prescribed circumstances. The University of Saskatchewan Faculty Association has determined that roughly one-third of our members will reach retirement within five years. Many other faculty members may opt to retire early.

Consequently, our institution has instituted a hiring freeze at a time when we will soon need to replace up to 50 faculty members in a very competitive environment. Moreover, we have lost at least 120 faculty positions over the last decade, major we are currently trying to address at the bargaining table because of its effects on workload, recruiting and retention and morale.

There is also no mention whatever in the planning process of employment equity. This is a striking failure when one considers that women represent only about 26 per cent of faculty at our university. Saskatchewan ranks ninth out of the provinces in this regard and, since the other Saskatchewan universities fare much better, it is clear the U of S is among the worst in the country in achieving employment equity.

We also are poor in Aboriginal representation among faculty and, although among male faculty, visible minorities are well-represented, visible female minority representation is very low. Similarly, disabled people are under-represented on our faculty.

In addition to being a legal requirement under the Federal Contractors Program and under an agreement with the Saskatchewan Human Rights Commission, employment equity, if pursued vigorously, could be a powerful recruiting tool.

Active recruiting of faculty members from equity-seeking groups would increase our diversity, enhance the learning experience for students, lead to new research perspectives, and provide a benefit to the larger community. It would also broaden the pool of potential recruits to the university at a time when we are almost certain to face difficulties in this regard.

OUR FACULTY ASSOCIATION has decided we must act on the issue of the integrated planning process. Our members regularly tell us the workload, particularly for department heads, has become unbearable. Morale is very low and most faculty members are merely hunkering down attempting to perform their teaching, research and administrative duties. The workload associated with the integrated planning process is staggering and, at the same time, poses a great risk for academic units.

It is clear to us that, if allowed to continue, the integrated planning process will cause faculty members to plan their own retrenchment and cutbacks, while reserving the more pleasant chore of allocating new resources for some units to central administrators. The centrally-controlled fund for this purpose will be drawn from not filling vacancies and from a tax against tuition and operating grant increases to academic units.

Thus, the ongoing enterprise is jeopardized while the central plan is being prepared. Attempts to deal with workload, faculty complement, employment equity, and recruiting and retention will be stymied as the process unfolds.

Does it have to be this way? Obviously not. In 1993, CAUT commissioned the report of the Independent Study Group on University Governance. After an exhaustive study, the group concluded that shared governance between a senate and a board of governors was the preferred model. Academic decisions should rest with the collegial body while the board should deal with the fiscal integrity of the institution.

Perhaps more significantly, the ISGUG report rejected the trend towards centralized decision-making, the corporate management model. Indeed, the authors noted the corporate management model was in decline. In the ensuing decade, it is clear that modern management theory rests on a much more decentralized approach to decision-making. The redistribution of power and decision-making to employees is actually seen as a strength for the corporate entity. See, for example, Peter Block, *Stewardship* (1993).

Surely, in the academic milieu, decentralized decision-making is even more important, both to ensure that the wide range of perspectives within universities is reflected in the decisions and to instill a sense of participation among faculty members.

Undoubtedly, this is why recent policy statements adopted by CAUT stress the importance of collegial governance. (See the Policy Statement on Openness and Transparency in Post-secondary Education and the Policy Statement on Renewal and Retention of Academic Staff, both adopted at the November 2002 CAUT Council meeting.)

THE FACULTY ASSOCIATION has obtained a legal opinion which indicates that the integrated planning process contravenes the legislative authority of the administration and board of governors. Accordingly, we have called for a suspension of the integrated planning process until such time as a new process is developed. Such a process must comply with the legislated roles of the governing bodies, end the hiring freeze, allow other planning processes and necessary documentation to be completed first, include employment equity in its mandate, and be participatory and open in its processes.

It must also address the need for a strong undergraduate program at the same time as improving graduate education, ensure access to education for all strata of society, and maintain the balance among sciences, social sciences and humanities. Finally, sufficient administrative resources must be provided to academic units to enable them to undertake the planning without a significant increase in workloads.

The association does not oppose planning for academic institutions. Indeed, a sound planning process can avoid the favouritism that has sometimes occurred when particular programs have been preferred to others in the allocation of resources. However, we strongly believe that collegial governance is the best model for engaging in planning. We are certain that those at other academic institutions agree and hope that our struggle is an illustration that hierarchical management styles can and should be resisted. ■

Tim Quigley is a professor of law at the University of Saskatchewan and chair of the University of Saskatchewan Faculty Association.

This commentary has the endorsement of the executive of the University of Saskatchewan Faculty Association and is intended as an illustration to the wider Canadian academic community of the dangers of centralization and the need to oppose it.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la Directrice-rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.